Why Do Multiculturalists Ignore Anthropologists?

HAVE BEEN WITNESSING A curious phenomenon over the past few years. Scholars from across the disciplinary spectrum have discovered "multiculturalism." Some have redirected their studies and have begun teaching courses on non-Western subjects. Books on Native-American creation myths have experienced a marketing boom. Faculty members steeped in Western European traditions talk excitedly over lunch tables about the "Other." Some scholars have experienced profound shifts in their personal world views after realizing that other complex "ways of seeing" exist.

Oddly enough, though, most of the scholarly discourse seems to be among new converts to multiculturalism; one would think no one had studied cultures and societies beyond the Euro-American sphere before. Yet anthropologists have been studying other cultures for the past century or so.

The very issues that engage the new multiculturalists-the concept of culture, cultural relativism, the interpretation of other systems of thought, and so onhave been central to anthropology throughout this century. Anthropologists have pondered and argued most of the questions with which the new multiculturalists now grapple at clementary levels.

In fact, anthropologists already have done a lot of the work that might help multiculturalists bring the perspectives of other cultures into their disciplines. Many anthropologists have spent years living among and studying "others." They have listened, grappled with unfamiliar languages, and, at times, undergone egobruising tatelage by the people whose lives and wisdom they hoped to fathom. Although these scholars may not have found all the answers, they certainly have explored and helped to refine many of the questions now being discussed. Why, then, are they ignored?

When the heads of anthropology departments throughout the United States and Canada gathered at the American Anthropological Association's annual meeting in November, we found that most of us had experienced the same thing: Colleagues in various departments had discovered multiculturalism and had begun devising programs, revising curricula, writing proposals, and holding seminars without consulting or including anthropologists. Some of us were relieved, perversely, to find that our exclusion was not some unique manifestation of campus politics at our own institutions but a more widespread phenomenon.

One explanation for our exclusion might be the reluctance to acknowledge previous inhabitants when people claim new territory. Recognizing that anthropologists have cultivated this ground for generations would imply that to develop an understanding of other cultures, non-anthropologists would have to read lots of anthropology-a daunting prospect, at best.

Ironically, it is the anthropologists who assert that they have much to offer multicultural studies who are likely to be accused of being territorial. Anthropologists do not claim cross-cultural studies as our exclusive domain; we are pleased to see colleagues in other disciplines acknowledging the value of such a perspecive. But many of us are concerned that some of the new work is being done poorly.

One result of anthropological work in this century has been to help dispel the exoticism that so fascinated and titillated our predecessors. In trying to understand "others" as human beings who cope with concrete problems, often through ingenious strategies, we have come to see them as less mysterious, but more interesting, three-dimensional beings of the same human substance as ourselves. Much of the new reverence for diversity, ironically, is based on superficial glimpses that keep the other at arm's length, preserving and even heightening the sense of mystery and fundamental difference. There appears to be some danger of turning the clock back to an earlier intellectual era when it was assumed that "never the twain shall meet."

Some anthropologists have fallen victim to the "handmaidens of colonialism" cliché, which accused them of identifying too closely with colonial governments whose approval they required to do their research. Seizing on self-criticism within the discipline in the late 1960's, some scholars in other fields have taken the anthropology done a half a century ago-or some inaccurate version of it—as representative of the "state of the art." Even the critics in the 60's often ignored the extent to which earlier scholars had worked support indigenous peoples against colonial governments that neither the scholars nor the local peoples could abolish. Since at least the 60's, most anthropologists have considered themselves answerable to the people with whom they have worked, often trying to nelp them and acting as their advocates.

But some people in disciplines that only recently have begun examining the world outside of Enrope and North America feel justified in placing anthropology outside the category-albeit specious-of the "politically correct." Such condescension is especially ironic coming from social scientists, some of whom have long records of collaborating with governments and international agencies in promoting "development" projects to enhance third-world economies through such means

"The new multiculturalists' concept of culture is often simplistic.

Despite their genuflection to the validity of other cultures, they fail to comprehend their complexity."

as cash cropping and hydro-electric projects, often to the detriment of indigenous local populations.

Anthropologists, in fact, have more often criticized than supported colonial and neo-colonial governments—which may explain why few have been hired as consultants in international-development schemes.

While some of the new multiculturalists may recognize that anthropologists have done a good deal of analysis of non-Western cultural systems, they often rely on a more visceral approach. They communicate a sense that one can bypass tedious scholarly discussions of kinship systems, economic patterns, and foodgetting strategies of "others" and go straight for what it 'feels like" to be one of them.

A perception seems to exist that this empathetic grasp is attainable through short, vivid descriptions and insightful anecdotes depicting slices of life in exotic locales. It is not surprising that many of the new multiculturalists are English professors, armed with the tools of deconstruction to help them venture beyond the traditional English and American literature. And it is no accident that one of the few anthropologists whose work has been welcomed into many of the new reading lists is the erudite Clifford Geertz of the Institute for Advanced Study at Princeton. He popularized the ideographic "thick description," which draws the reader into the minute fabric of life in a small community. Unfortunately, though, little of Mr. Geertz's work appears on reading lists beyond superficial samplings in palatable doses. Par more students read his "Balinese Cock Fight" article than his book The Religion of Java, a grander and more comprehensive tome that, with some effort, offers a deeper understanding of a non-Western intellectual tradition.

As well-meaning as the multiculturalists may be. their natveté has unfortunate consequences. They

tivism. They may assume that refraining from negative value judgments for the purpose of understanding of tural phenomena means that they must make universi ly positive judgments, with the implication that anthing anybody does anywhere is good. Not surprising ly, many of them are troubled by this. Cultural relativism does not, however, mean that all home behavior merits approval. It only means that to under stand what people do, it is more useful to ask why the do it than to decide whether or not they should.

THE NEW MULTICULTURALISTS' concept of culture is often simplistic. Most typically, despite their genuflection to the validity of other cultures, they fail to comprehend the complexity. This often shows up in assumptions that one can sample other cultures through brief encounters. For example, one proposal for a multicultural program proposed by faculty members at my institution included faculty trips of three to six weeks to India and Africa to "encounter the 'other' in a visceal way." The same proposal stated that students should be encouraged to select the "best" in both Westernand non-Western cultures. The basis on which students would make this selection was not stated. The oileia were unspecified, but, presumably, they were assumaand absolute. This proposal also stated that white Western thought, drawn from the Holightenment, on phasizes reason and rationality, non-Western though is based on "tradition," which, by implication, is not particularly rational but sanctified through unquestion ing acceptance over generations.

The ethnocentrism in these positions, although iron ic, is not particularly mean-spirited and almost centinly unintentional. It is a consequence, mostly, of to having done enough homework. But that is a serious shortcoming. Such a perspective implies that whileon must study a great deal to understand physics, forev ample, one can grasp complex and imfamiliar human phenomena through intuition and empathy. New Agr thought finally has found a place in academe.

This visceral approach to cultural systems seems to draw upon a romanticism that can lead in rather frightening directions. The sense of the "timeless heritage" of "traditional peoples," albeit respectful, is just a short step from the ethnic essentialism-and related ideas of inherent cultural qualities—that took a decidedly ugly turn in Germany earlier in this century. Atits worst, this romanticism tends to blur the distinction between culture and race-a distinction that anthropologists thought we had established several generations ago. Although multiculturalists would recoil from such implications, the tendency to view non-Western cultures as stable, tradition-bound, timeless entities shifts us dangerously back toward viewing the others as beings who are profoundly and inherently different from ourselves.

Most anthropologists were pleased a few years ago at our colleagues' emerging interest in cross-cultural understanding. Most of us still applaud the idea and ho that we can play a part. But many of us are taken aback by our empty dance cards. And we are appalled at the reappearance of 19th-century concepts that were superseded-or should have been-generations ago.

Let's make better use of the knowledge we've acquired so far, including the mistakes of the past. We. should approach the study of cultural diversity as seriously as we would approach other fields of study, many of which are far less complex and far less important.

Richard J. Perry is professor and chair of anthropology of St. Luwrence University and author of Western Apache Heritage: People of the Mountain Corridor (University of Texas Press, 1991).

Quote, Unquote

News Summary: Page A3

"The serious damage, as far as antiquities are concerned, is to the whole structure of society, and not so much from the war itself." An archaeologist, on damage to Iraql antiquities: A7

During the cold war, a mentality of secrecy at DOE kept the lid n most records. Now that the cold war is over, the rationale for secrecy has vanished.' A scholar who wants the Energy Department to release documents

I'm not going to wear high heels. I'm only going to humiliate myself so much. If they hire someone you're not, ther you'll be unhappy." An artist in search of a job: A12

on nuclear research: A6

"The message the university is sending is the elevation of race as the primary element in our lives." A student critic of Borkeley's new American Cultures" requirement: A1

'You're learning about real things. You can look around and see it in the dorms or everywhere." A student at Berketoy: A1.

'Any effort to return to what has failed will be signing the death warrant of hope for you, the youth of South Africa. South African President F. W. de Klerk, in a college speech: A35

major issue for the 90's is the fact that the current system for financing public higher education is not working well A professor of economics: A29

knew very early on that business as usual in basketball was in conflict with the academic goals I had for this university." The president of UNLY: A33

-rollow T	PAGES A1-44
Athletics	A33-34
Business & Philanthrop	y A28
Gazette	A38
Government & Politics	A23-27
Information Technology	A18-22
ntemational	A35-37
Personal & Professiona	A12-17
Scholarship	A8-11
Students	A29-32
BECTION 2	PAGES B1-60
Bulletin Board	B8-59
Opinion, Letters, Arts	B1-7

Foreign Students Said to Get Aid Preference Over U.S. Minorities

But some graduate-school officials challenge data on doctoral study

By DEBRA E. BLUM

American universities have been accused of favoring foreign graduate students over American minority students, particularly blacks, in awarding money for doctoral study.

Frank L. Morris, dean of graduate studies and research at Morgan State University, made the charge in a speech at a meeting of the Council of Graduate Schools. Citing a study he conducted, Mr. Morris said he found that in every field of doctoral and professional study-even in fields where American minority students outnumber international students-universities provided more money to the latter than they did to blacks and some other Americun minority-group members.

Spurred by Mr. Morris's report on his study, a group of black-college administrators has started to lobby federal legislators to deal with the issue. But other highereducation officials have criticized the report, saying that it misinterprets and overlooks some data on graduate education.

Using data from the National Research Council, Mr. Morris says he found that In 1990 universities were the primary source of doctoral support for almost 70 per cent of international doctoral students. At the same time, institutions were the primary source of support for fewer than 25 per cent of black students seeking doctorates.

Even in the field of education, where about one-hulf of all black Ph.D. recipients achieve their doctorates, universities were much more likely to provide substantial support to international students than to blacks, the report says. In 1990 universities were the primary source of support for 12 per cent of the black students who received doctorates in education and 28 per cent of the international students, according to the report.

Challenge From Academe

In that year, 9,398 non-U.S. citizens received doctorates in all fields at American universities, while 2,236 Americ bers of minority groups received a Ph.D.

"We are not against our international students," Mr. Morris says. "But American universities clearly have a preference for international diversity rather than diversity from among our own Internal ranks, and as long as they can easily recruit international students and there are no incentives to bring in American minorities, the disparities will continue."

The report, "American Minorities and International Students: Striking What Balance?," has been challenged by some university observers and administrators.

"I agree with his overall premise-that Continued on Page A30



Battle Over the Future of Cancer Research

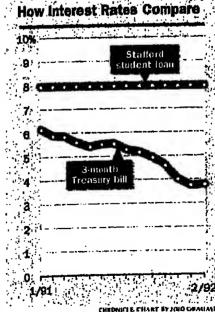
Some scientists, such as the University of Illinois's Samuel Epstein, say the government's priorities for cancer research are misplaced. Story on Page A25.

Faculty Members at Berkeley Offer Courses to Satisfy Controversial 'Diversity' Requirement

By DENISE K. MAGNER

BERKELEY, CAL.

Students in Michael Rogin's politicalscience course this semoster are reading The Last of the Mohicans and A Zora Neale Hurston Reader. They're talking



The Interest rate for the largest U.S. studentloan program has been frozen at 8 per cent. even as other rates have fallen to the lowest ievel in nearly 20 years. Story on Page A23,

about Puritans and New England Indian tribes in the 17th century and blacks and Jews in the early 20th century.

In between those topics, his class at the University of California at Berkeley deals with slaves, Southern Indian tribes, and whites in the early 19th century.

Although it may not be immediately apparent, there is a common thread in the course, which is among the first designed to satisfy Berkeley's new undergraduate "American Cultures" requirement. Called "Race, Ethnicity, and the Formation of American Identities," the course examines the way these different groups interacted-sometimes peacefully, sometimes violently-at different times in America.

'An American Identity'

Starting this academic year, every freshman who enters Berkeley must take a course examining how American history, society, and identity have been shaped by the nation's diverse cultural make-up.

Many colleges and universities now require students to take courses related to race and ethnicity, but the architects of Berkeley's requirement say theirs is unique. It's not an ethnic-studies requirement, they insist, and it's not a mandatory course on racism or third-world cultures.

Instead, says L. Ling-chi Wang, chairman of Berkeley's ethnic-studies department, "through the American Cultures

Continued on Page A16



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tion wagons. Fold down The Saab 900 Series; From \$19,880 to \$36,230: its split rear seats, and there's 56.5 cu. ft. of cargo The Saab 9000 Series: From \$25,465 to \$37,615. space, enough to carry everything from a playpen

> sort of mobile sanctuary that the safety-conscious buy for safety alone. One with a reinforced steel safety cage buffered by crumple zones front and rear—and equipped with anti-lock brakes and a driver's-side air your test drive. bag. No surprise that, in studies of highway accidents, it has repeatedly been ranked among the safest cars

in its class. All that comes in the elegant

carrying case shown above, plus a full complement of amenities, Including leather upholstery, sunroof, air-conditioning—even heated front seats. And it's backed by one of the longest warranties in the industry: 6 years or 80,000 miles.* *

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This Week in The Chronicle

Research

PROTEST OVER ENERGY DEPARTMENT RECORDS

Scholars contend that the agency has been too slow to open up historical and scientific documents related to nuclear weapons and energy: A6

A YEAR AFTER THE GULF WAR

- Archaeologists say the social disintegration of Iraq is a greater obstacle to resuming excavations there than any damage to antiquities: A7
- The first scholarly books on the Persian Gulf crisis are beginning to appear: A8

Memory becomes a popular topic for scholars: A6 Day Crockett movie to spring from historian's biography: A6 'Issues convention' with '96 candidates is planned: A8 Study finds rural America's poverty rivals inner cities': A10 1986 law falled to simplify tax system, economist says: A10 German-studies scholar examines cabaret: A10 61 new scholarly books: A10

Teaching

'AMERICAN CULTURES' AT BERKELEY

A controversial required course examines how American history, society, and identity have been shaped by the nation's diverse cultural make-up; Al

UNDERMINING MATHEMATICS EDUCATION

A report from the National Research Council fails to dispel several myths that damage the teaching of mathematics. Opinion: B3

Computing

A TECHNOLOGY REVOLUTION

The St. Petersburg Junior College District's \$9-million project to computerize its seven sites would link every professor and administrator: A18

British Library Joins Research Libraries Group: A18 University sets up bulletin board for journalists: A18 Continuing-aducation journal goos electronic: A18 Trying to teach a computer to play choss like a human: A22 Helping the disabled express themselves through art: A22 System tracks academic progress of students: A22 Six new computer programs; two new optical disks: A20

Personal & Professional Concerns

BERKELEY TACKLES 'AMERICAN DIVERSITY'

Although some controversy lingers, professors are offering courses under the university's new requirement for all freshmen: A1

BLEAK OUTLOOK FOR TEACHING JOBS IN ART Young artists face flerce competition for openings as more-established practitioners seek positions: A12

NEW SUIT TO ENFORCE COPYRIGHTS

Three publishers are suing a Michigan business for preparing and selling course anthologies without obtaining copyright permissions: A12

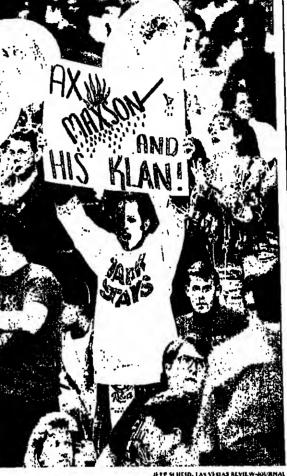
NO MORE SINGING THE BLUES

An organization formed in 1968 for jazz musicians helped open the door for the acceptance of jazz at academic institutions: A5

MYTHS AND MATHEMATICS

A report on undergraduate mathematics "promotes" several myths that undermine not only math education but also math educators, Opinion: B3

Harvard law professor files civil-rights complaint: A4 University is blamed for killing 6,000 fish: A4 Fans of children's literature win at U. of Minnesota: A4 Professor is charged with breaking into his office: A5 Animal-rights group destroys mink research laboratory; A5 Deans inustrated over recruitment practices; A12 U. of Texas rejects multicultural course requirement: A12 Morkshops offered for minority employees: A14



by a showdown between Coach Jerry Tarkanian and President Robert C. Maxson: A33

System plans more jobs for women and minorities: A14 Black colleges start professor-exchange program: A14 Minority members urged to enter graduate school: A14 Four new books on higher education: A15

Federal & State Governments

STATES EYE BONDS FOR COLLEGE PROJECTS Legislatures in several states are asking voters to

approve bond issues to finance renovation and construction of campus facilities: A23

NO RELIEF FOR THESE BORROWERS

Although interest rates for mortgages and car loans are at their lowest in years, the interest rate on Stafford Loans has been frozen at 8 per cent: A23

RIFT IN CANCER RESEARCHERS' RANKS

Scientists are divided over whether the government should shift the focus of cancer research to examine environmental causes more closely: A25

A TROUBLED TRUCE OVER THE NEA ENDS

The country finally is having to face up to the immense difficulty of funding private art with public money in a populist culture. Opinion: BI

College groups join to oppose proposal on minority aid: A23 South Carolina law will change colleges to universities: A24 enn, to reward colleges meeting diversity goals: A24 College development is subject to property taxes: A24 Senate panel includes direct-loan plan in tax bill: A26 House members question NSF priorities: A26 Energy Department is pressed on the SSC: A26 Civil Rights Commission questions admissions policies: A26 NIH extends support for AIDS research programs: A26

Finance

COLLEGE-AID PLAN AT RJR NABISCO The food and tobacco giant says it will help pay the

college costs of its employees' children with scholarships and a matched-savings plan: A28

Foundation grants; gifts and bequests: A28

Athietics

BATTLE OF WILLS AT LAS VEGAS

The university's president and its basketball coach have clashed in recent weeks in the sort of direct confrontation many people had feared for years: A33

RICE U.'S ATHLETICS ARE SCRUTINIZED

Its sports programs are criticized for deficits and for lowering academic standards, but praised for their "high integrity and honesty": A34

Baseball coach makes a plea against cuts: A33 Rhode Island colleges look into gambling accusations: A33

Students

INEQUALITY CHARGED IN GRADUATE AID

American universities have been accused of favoring foreign graduate students over American minority students in awarding money for doctoral study: A1

TUITION RATES: STILL CLIMBING

Public colleges will probably post double-digit percentage increases, while private institutions will struggle to keep the rise in the single digits: A29

READING BOOKS: AN EXPENSIVE ADDICTION

High costs are discouraging students from building personal libraries and ultimately may discourage them from reading altogether. Point of View: A44

Campus sculpture to use historic cobblestones: A4 Police charge students with operating a bar: A4 Conference examines intolerance on college campuses: A29 College administrators fire entire staff of campus paper: A29 Cadets meet to discuss sexual heressment and bias: A29 CUNY officials suspend support for student government: A32

International

U.S. FELLOWSHIPS FOR FORMER SOVIET UNION Citizens of Russia and other former republics will come to American campuses for graduate study next fall in the first class of Benjamin Franklin Fellows: A35

SOUTH AFRICAN STUDENTS URGED TO SPEAK OUT

They are being asked by political and academic leaders to let their voices be heard in a referendum on efforts to dismentle apartheid: A35

IRISH STUDENTS FIGHT ABORTION LAWS

The case of a 14-year-old girl who says she was raped has pushed students to step up their campaign against laws that prohibit abortion: A35

CANADA TO ABOLISH SCIENCE COUNCIL

The government plans to close a score of independent advisory agencies as a cost-saving measure: A36

AUSTRALIA TO EXPAND VOCATIONAL TRAINING

The government will spend \$750-million over three years to create an extra 120,000 places for students in technical and vocational programs: A37

A FIGHT TO THE DRAW

England's universities persuaded Parliament to dilute a bill that would have given the Education Secretary power over their academic and financial affairs: A37

Faculty at Autonomous U. of Maxico accept pay hike: A35



BACKING PRIVATE ART WITH PUBLIC MONEY Disdain for the hard work of sustaining political

consensus for the National Endowment for the Arts threatens the whole enterprise. Opinion: B1

Appointments and resignations in academe: A38 Deaths: A39

Calendar of coming events and deadlines: A39

MARGINALIA

Letter received by a reader at Washington and Lee University:

"Enclosed is information concerning the 78th Annual Meeting of the American Association of Collegiate Registrars and Admissions Officers and the National Network of Law School Officers that is part of this

function. . . . "I hope this information will wet your appetite. "

From a notice in our "Bulletin Board" section:

"The Department of Educational Human Resource Development is seeking applications for an Assistant Professor for Distance Learning. The Department is a graduate research unit within the College of Education. The individual selected will be expected to develop a strong research program, supervise graduate students, work with eternally funded

They're the best kind.

Item in Intervollegiate Press Bulle-

"NORTHAMPTON, MASS. (I.P.)-'Drug use is a problem (at Smith) because of alcohol . . . ,' according to Connic Peters, Smith's Coordinator of Health Education. . . .

"In a recent random poll of fifty students here, more than one-third did not consider alcohol a drug. Only four students did not drink alcohol on a regular basis and of those that did drink, many started drinking at age [4 or 15.

"30 percent of students polled felt that 'pot is no worse than alcohol.' Another student said that medieval studies had proved that pot actually had less of an adverse effect than alcohol."

What did they know?

From International Notes, a newsletter from the University of Maine System's Council on International Programs:

"A weeklong celebration in Blagoevgrad, Bulgaria accompanied the opening of the first American university in Eastern Europe. . . .

'The new university is off to a fan tastic start, according to President Edward B. Laverty. 'The students are taking great interest and a sense of ownership in the university, and they are voraciously ingesting their textbooks,' he said."

When you're hungry for knowledge, you'll stop at nothing.

Banner headline across the front page of Kent State University's Dally Kent Stater:

KSU STILL EXCITED ABOUT TRASH Anything's exciting when you've got the winter blahs.

In Brief

University is blamed

for killing 5.000 fish

LOGAN, UTAH-As many as 5,000 brown trout and mountain whitefish were killed here when officials from Utah State University opened a dam on the Logan River and unintentionally released large amounts of silt.

The university took the action to begin improvements on the 92year-old dam, which it owns.

"The problem was they drew [the water] down so fast that all the banks of silt collapsed into the river," said Ron Goede, the fish pathologist for the state Division of Wildlife Resources.

Mr. Goede said the fish suffocated when the sllt covered their

The university and the wildlife division disagree over whether law professor at Harvard Univerthe university informed the agen- sity filed a discrimination comcy of its plan to open the dam, but | plaint against the law school last Mr. Goede said he did not expect | week. In his complaint to the the state to sue the institution. | U.S. Education Department's Of- | to investigate. About 300 students

Campus sculpture to use

PORTLAND, ORB.-City offi-

cials here have given an artist per-

mission to use thousands of his-

toric cobblestones to enhance a

courtyard at Portland State Uni-

The artist, Jerry Mayer (be-

low), will use about 5,000 cobble-

historic cobblestones

Harvard law professor files civil-rights complaint CAMBRIDGE, MASS.—A black | fice for Civil Rights, Derrick Bell | radied here to support Mr. Re alleged that the law school's fac-

the city a century ago. He wants

to create an "interactive sculp-

ture" called "Cobbletale" in the

courtyard of a student residence

hall. The artwork will consist of u

pathway with cobblestones on ei-

preserved under a city ordinance

that designates them as historic

about the area's history.

stones that paved the streets of | ried along the Columbia River.

ulty-hiring practices "disproportionitely exclude" minority candidates. He asked federal officials

(above), who began an und leave of absence from Harvardi 1990 and vowed to continue it til the school hires a tenud

Police charge students

with operating a bar

ther side. Words will be etched dents at the University of South into the stones to provoke thought Dakota were arrested last month | trol. "Once something like this for allegedly running a bar, known The cobblestones have been ns "The Jungle," in an off-campus house. An additional 126 peo ple were arrested for underage artifacts. The stones were quardrinking, It is unclear how many of those were students.

The 10 South Dakota students who were arrested were charged vith maintaining a common naisance, furnishing alcohol to 18- to 20-year-olds, trafficking in alcoholic beverages, and maintaining a disorderly house. Captain Bruce Plate of the city police said the house was "a 1992 version of a speakeasy." He added: "Offcampus parties have been a big | The books were moved in | problem for us ever since they changed the drinking age from 18

Students had boarded up the windows of the house and all of the entrances except the front the new use of the room. United door, where they collected a \$4 | sity administrators now say in cover charge. When city police will use the room in the even and other local law-enforcement | only on rare occasions.

officers raided the house, t videotaped the party inside. The state Division of Revot

may investigate possible salest violations because \$10 Take were sold in the house. Univers officials said they had little or off the campus, we are sixth John M. Hilpert, vice-preside for university relations.

Fans of kids' literature win at U. of Minnesota

collection of children's books been returned to its home in ornate reading room in the lin versity of Minnesola library at its removal sparked complete vember because librarians and concerned about their safely the university decided to use p room for evening receptor Staff members complained an

Corrections

A story from South Africa | manifes incorrectly (The Chronicle, January 22) in the Office of Challenge Grant correctly stated that the Conventhe agency had been eliminated that the Conventhe agency had been eliminated the agency had tion for a Democratic South Afri- (The Chronicle, January 29.) ca was responsible for drafting a of the program officers in the new constitution. The organization is according to the program of tion is conducting negotiations to sions, but the office still exists ward a transitional government and is responsible for determining University of Washington the procedure under which a new which students learn them constitution for a post-apartheid behavior change (The Choose South Africa to a post-apartheid behavior change (The Choose to a post-apartheid behavior change to a post-apart South Africa is to be drafted.

M An article on a course at the

February 19) incorrectly said An article about the Challenge Course would be offered to lenge Grant Program at the National Endowment for the Hu- spring. The Chronicle of Higher Education (1880 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Tweaty-Third Street, N.W. Western D.C. 20037, Subscription rate; 567.50 per year, Second-class postness paid at Washington, D.C., and at additional marking offices. Copyright C 1992 by The Chronicle of Higher Educations, P.O. Box 1975, Markon, Ohio 41305. Member, Australiance of the advertiser's office. Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall complete final acceptance of the advertiser's order.

Texas professor charged for entering own office

AUSTIN, TEX. - A University of Texas professor has been charged with two misdemeanors for breaking into his own office during a financial audit of his rec-

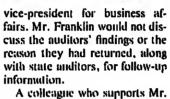
Richard J. Lagow (right), a professor of chemistry, was charged with criminal mischief and criminal trespass after he allegedly broke a window on his office door

The university had changed the locks on the door to keep him out of the auditors' way. Mr. Lagow objected to the audit because, he said, the auditors had tried to search his personal records, along with university material.

Now Mr. Lagow scals his office door with mailing labels when he leaves at night so he will know whether auditors have entered while he is away.

The dispute began last summer, when auditors for the university began what they said was a routine "spot" check. Lust month they returned to follow up on the

"Mr. Lagow had some personal files he didn't want them to see," said Charles G. Franklin,



Lagow entered the fray by sprinkling granules of a contact explosive on the floor of the office. The colleugue, who was not identified, posted a warning to anyone who tried to enter.

The university called the local lire department, but no one was

Mr. Lagow could not be reached for comment.



Animal-rights group destroys mink research

EAST LANSINO, MICH. - The | (above), a professor of animal scia mink-research laboratory at stroying 30 years of data and causing about \$50,000 in damage.

The main target, according to People for the Ethical Treatment

Animal Liberation Front, an underground animal-rights group. ty's mink-research efforts. PETA recently vandalized and set fire to accused the professor of killing "thousands of minks in painful Michigan State University, deperiments." Mr. Aulerich said his research focuses on the relationship between the disappearof Animals, which says it speaks

Great Lakes region and their ance of the wild mink in the for the underground group, was "high susceptibility" to environthe work of Richard Aulerich mental contaminants.



Jazz and Academe: From Hostility to Harmony

In 1939 Charlie Parker had just moved to New York City and was beginning to squeeze from his saxophone the complex torrents of notes that signaled the beginnings of modern jazz. But a textbook published in the same year spent 12 pages railing against the dangers of letting music students play jazz.

That attitude continued at many university music departments well into the 1960's and early 70's. Some conservatories had warnings posted in their practice rooms that students caught playing jazz would be expelled. Jazz, teachers said. would ruin the ability of students to play "legitimate," classical music.

Members in 31 Countries

In 1968, in the midst of that hostile environment, a group of jazz players and educators formed what has become the International Association of Jazz Educators. Today the association has over 7,000 members in 31 countries. It reports that students can major in jazz at more than 120 music schools and universities in the United States.

"We believe that the organization really opened the door for the neceptance of jazz at postsecondary neudemic institutions," says Bill McFarlin, executive director of the association, which has its headquarters in Munhattan, Kan.

As the association approaches its 25th year, it is taking stock both of itself and of jazz education.

Started as part of a larger professional music society, the associa tion had one shaky financial period when the director had to take out a loan to support the organization, using his untique Buick as collaternl. The association didn't hold its own conference until 1973.

In the association's early days, many professional jazz players were as leery of juzz education as music professors were. After all. jazz had been born in a rebellion against traditional forms and insti-

"There was a basic built-in suspicion that these educators knew nothing about music and just wanted to build control," says Bunky Green, the association's president and the director of jazz studies at the University of North Florida. At the heart of many musicians'

doubts about jazz education has been the question of whether improvisation, a central element in jazz, could be taught. Jazz educators have usually answered with a qualified Yes.

"I think that you can provide the tools to a student to learn no creative process," says Mr. Mcsonal commitment play a role."

In academe, professors have sometimes been skeptical about what jazz players call the music's "oral tradition." Jazz's songs; styles, and techniques have usually been passed on by playing and intent listening. "We are not tied down to the written note," says Lee Bash, chairman of the music department at Bellarmine College and associate editor of Jazz Educa-

Bunky Green of the U. of North Florida: "There was a suspicion that educators knew nothing about music and wanted to build control."

The tension between inzz players and educators has subsided, both sides now say. Mr. Green, who has 18 recordings to his credit, says most lazz musicians are now both teachers and players. He points to work quickly in a studio so they are others, such as the drummer Max Roach and the trumpeter Wynton Marsalis, who have shaped fazz music and have also taught extensively: Mr. Roach at the University of Massachusetts at Amherst and Mr. Marsalis in visits to grade schools, high schools, and universi-

Jazz "clinics" at colleges, in which visiting players talk to advanced students about anything from instrumental technique to composition, have become a strong interest and a source of income for many professional musicians.

"Let's face it, clinics are lucrative," says Mr. Green.

Budget Squeeze

improvise and assist them in the cent years, however, coilege jazz has found itself in a budget Parlin. "But there always comes a squeeze. At the heart of many uniin which students play to written parts, but lead up to improvisational solos by star players. Smaller struction have become difficult to justify financially.

really stretch out."

Other trends in music education.

tors Journal, the association's pub- however, are benefiting young jazz students, Mr. Bash says.

"We have a whole crop of young jazz musicians who are phenomenally prepared to play professionally," he says. "They know how to manage themselves and how to not running up their own expenses to someone cise's benefit."

Voices of Experience

The University of North Florida's Mr. Green agrees that today's younger jazz players are technically well equipped. "The only thing that might be lacking is that they just haven't lived long enough," Mr. Green says. "You're telling people with the music what you've been through. You don't think this is a C₇ going to an F here. You speak.

Students can hear the voices of experience at the association's annual meeting. Performers at the conference have included the Count Basie Orchestra, Chick Corea, Branford Marsalis, Clark Terry, and the late Sarah Vaughan.

About half of the organization's \$500,000 annual budget is devoted point in time when talent and perlights top college and high-school

> "We pride ourself on our venues, musical groups or one-on-one in- on elaborate sound and light packages, and on producing everything very professionally," says the as-"Five kids in a room with a sociation's Mr. McFarlin, who is a teacher doesn't look very good to frumpet player and a product of the administrators," says Mr. Bash, Berklee College of Music. "We "but that's where the students can want to give people an experience that will carry them through the



Poot notes

Memory-or, specifically, how we construct and use what we remember—has become a popular topic for scholars. A small but growing part of that work is the study of Holocaust memorials.

Last fall, Wayne State University Press released In Fitting Memory: The Art and Politics of Holocaust Memorials, with text by Sybil Milton, resident historian at the U.S. Holocaust Memorial Council. and photographs by Ira Nowinski.

Next year, Yale University Press will publish The Texture of Memory: Holocaust Memorials and Meaning In Europe, Israel, and America, by James E. Young, an assistant professor of English and Judaic studies at the University of Massachusetts at Amherst.

Further down the road is the likely appearance of a history of the U.S. Holocaust Memorial Museum, by Edward T. Linenthal, a professor of religious studies at the University of Wisconsin at Oshkosh. Mr. Linenthal has about two more years of work to do on the study, and does not have a publisher yet.

"My sense," he says, "is that there's a tremendous interest, in the United States at least, in thinking about how we remember collectively.'

The Holocaust, he adds, is an especially intriguing instance of collective memory: "The further away we get, do we appreclate its impact more profoundly and, at the same time, become less shocked?"

A biography by a historian at the University of New Mexico will be the basis of the latest Hollywood reincarnation of one of America's tried and true icons: Davy Crockett.

Paul Hutton, an associate professor at New Mexico, recently sold the movie rights to his stillunfinished book, tentatively called Sunrise in His Pocket, to David Zucker, a Davy Crockett buff and the producer of such Hollywood hits as The Naked Gun and Ghosts.

Mr. Hutton has a commitment from the University of Oklahoma Press to publish the book, and he hopes to finish the manuscript sometime this spring. In the meantime, he'll also be working on a screenplay for the movie.

Mr. Hutton knows nothing about writing screenplays but a lot about Davy Crockett, of whom he's written a great deal. In the public's mind, he says, Crockett is a "created image," made popular by John Wayne in the movies and Pess Parker on television. But the historical character is even more interesting. Mr. Hutton describes him as eccentric, politically liberal, and a good storyteller-"a great character for getting a handle on America in a changing time."

Sounds like a classic Kevin Costner role.

"No, he's too pretty," Mr. Hutton says, "and he doesn't have that humorous edge. Crockett was off the wall."

Mr. Hutton is pushing Robin Williams for the part.

Scholarship

Scholars Protest Agency's Handling of Historical and Scientific Papers

19 criticize restricted access to documents in Energy Dept.'s custody

By KAREN J. WINKLER

The Department of Energy's "unabated enthusiasm for withholding records" is making it difficult to answer some of the most important historical, scientific, and public-health questions about nuclear energy that have arisen over the last 50 years, a group of scholars has charged.

Adding their voices to a growing chorus of complaints about the Energy Department's handling of historical documents, 19 noted historians, political scientists. and scientists have sent a letter of protest to Energy Secretary James D. Watkins. They have been gathering more signatures since then, and are scheduled to meet with agency officials this month.

The scholars contend that the Energy Department has made it difficult to evaluate such issues as the development of nuclear weapons and commercial nuclear power, the course of cold-war diplomacy, and scientific claims ranging from the feastbility of the Strategic Defense Initiative to the safety of nuclear stockpiles.

'A Blanket Restriction'

The problem, they say, stems from provisions of the Atomic Energy Act, passed in 1946 and amended in 1954, which treat all information about nuclear weapons as classified. David Alan Rosenberg, a professor of history at Temple University, says the act "essentially allows the DOR to claim a blanket restriction on anything dealing with atomic energy."

Bryan A. Siebert, Jr., director of the Energy Department's office of classification and technology policy, says information relating to nuclear weapons is "born classified," and that specific requests for documents must be reviewed according to criteria in 800 department declassification

"It is not an arbitrary system," he says. "The technical detail followed by DOE in declassification decisions is probably among the best in the federal govern-

Nevertheless, Priscilla Johnson McMillan, a fellow at Harvard University's Russian Research Center, thinks it is time for the agency to change.

"During the cold war, a mentality of secrecy at DOE kept the lid on most records," she said. "Now that the cold war is over, the rationale for secreey has vanished."

The letter that she and other scholars sent to Secretary Watkins in November maintained that access to DOE records was

"There has been heavy abuse of classification to obscure the scientific and technical details of important policy decisions and to suppress scientific debate."

hampered by two key problems: The department lacks an overall program to declassify archival documents routinely, and it does not comply with a federal requirement that government agencies transfer custody of documents more than 30 years old to the National Archives and Records Administration.

Records Held by Private Contractors

In addition, the letter said that many Euergy Department records were held by private contractors who work for the agency, and that privileged access to documents was given to historians writing the official history of the federal government's atomic-energy programs.

Such complaints about por records have been mounting in recent years. In the 1980's, reports by the American Institute of Physics, the National Archives and Rec-



Page Putnam Millen A 1991 law led to "the beginning of a corrective to the closed policy and secrecy about records that evolved during the Resgan-Bush years."

ords Administration, and aides for the &s ate Committee on Governmental Affin all criticized the way the Energy Dear ment managed its records.

The National Archives' report said to inadequate and poorly trained staff are bers were making declassification is sions, that schedules and timetables forte classifying records were inadequate, to older records were inappropriately and for, and that working papers on suchtops as the search for nuclear waste steels been destroyed.

tion officials say they are trying to dress some of those problems.

In a written reply to the scholars, God 17. Chappell, acting director of the offer information-resources management, that timetables to declassify records in being developed and should be in slack 1996. Mr. Chappell added that a rever) the agency had found "there were to historical records within the departure than thought. These records are, hower under strict control and in many cases ing retained due to frequent litigation or use in support of policy making by level advisors." Mr. Chappell also that the por had recently been translate. older records to the archives.

Secrecy 'Is Absurd'

Many scholars say they have yellog results from the agency's reforms the documents that could be opened to it public without compromising classifield crets are still closed, they charge, for ample, while Gen. Colin L. Powell. man of the Joint Chiefs of Staff, recen provided details publicly to Compt about the size of the U.S. nuclear and in 1940, Mr. Rosenberg says he is still able to see documents on the size of stockpile in 1950. "When the 1990 datas widely available, keeping the older man secret is absurd," he says.

Stanley Goldberg, an independenthis rian and a consultant to the Smithson Institution, says, "There are large que tions about the development of the fr atomic bomb that still cannot be answer almost 50 years later." For instance, States used the bomb to intimidate Russians, or to end World War I gald "we can't see the records that would minate the decision." he says.

Moreover, says Theodore A. Posto. professor of science, technology, and tional-security policy at the Massachust Institute of Technology, "There has her heavy abuse of classification to obe the scientific and technical details di portant policy decisions and to supple scientific debate." He says, for example that scientists have had frouble gring data to evaluate such issues as the safety nucleur stockpiles and the scope of des up efforts at nuclear-industry sies. To same extent, the problems the state The dome of an early Islamic mosque looms above the rubble of a building in Basra, Iraq. Archaeologists say the country's

continued disintegration is the most serious obstacle to the resumption of research there.

A Year After Persian Gulf War, Archaeologists Bemoan Social Upheaval in Iraq and Damage to the Country's Irreplaceable Antiquities

By ELLEN K. COUGHLIN

American archaeologists who worked in Iraq before the Persian Gulf war say the country's social and economic upheaval is a greater obstacle to the resumption of their research than any physical damage sustained by archaeological sites and anliquities during the fighting.

Based on both firsthand and secondhand reports, scholars have concluded that, ere has been some serious damage to Iraqi sites and antiquities, the gravest immediate threat to continued research there stems from conditions pluguing the country in general—including the disruption of government services, exorbitant food prices, and rampant looting of properly in the countryside.

"The serious damage, as far as antiquilies are concerned, is to the whole structure of society, and not so much from the war itself," said Paul Zimansky, associate professor of archaeology at Boston Uni-

The area of Iraq between the Tigris and Euphrates Rivers roughly corresponds to the territory of ancient Mesopotamia. Iraq is nich in ancient sites of historic imporlance and, until the Gulf crisis began in

August 1990, it was a hospitable place for archaeological research. When war came in January 1991, researchers feared for the safety of Iraq's invaluable treasures and for the continuity of what had been a flourishing research enterprise.

To a certain extent, those fears have been realized, according to reports from

The U.S. government has severely restricted travel by American Iraq, so few archaeologists have visited the country since the hostilities ended and none have returned there to work.

Return to Mashkan-shapir

Two who have gone back are Mr. Zimansky and Elizabeth C. Stone, an associate professor of anthropology at the State University of New York at Stony Brook. Ms. Stone and Mr. Zimansky, who are codirectors of an excavation at a site called: Mashkan-shapir, 75 miles southeast of Baghdad, traveled to Iraq for a week in mid-January with a colleague of Ms. Stone's, Michael Viola, a physician who heads a group called Medicine for Peace. Although they were there to help Dr. Viola bring Iraqi children to the United

States for medical treatment, Ms. Stone and Mr. Zimansky were able to inspect firsthand some archaeological sites in the country and to learn about others from officials of the Iraqi Department of Antiqui-

Other reports have come to researchers

in a country with so many other problems, the antiquities

department now lacks even the vehicles and the telephone

service needed to stay in touch with sites outside of Baghdad.

secondhand. McGuire Gibson, professor of archaeology at the University of Chicago's Oriental Institute: directs the excavation of Nippur, a 3,000-year-old site on the Tigris River about 60 miles southeast of Baghdad, He has not been back to Iraq. but he met with many Iraqi friends in Jordan in the last year.

In addition, Iraqi officials have reported

to Unesco on ancient artifacts that are known to have been lost or stolen since the

From such reports it is possible to piece together a picture of serious, but inconsistent, physical damage to archaeological sites, museums, and artifacts. For example, researchers know that:

The ancient city of Ur, known for its 4,000-year-old ziggurat, a pyramid-like structure with exterior staircases leading to a shrine at the top, was hit by bombs during the war and now has four large craters on the site. The ziggurat itself has a large number of bullet holes in its sides as a result of strafing. Because of its proximity to an Iraqi air base, Ur was the site of most concern to archaeologists. During the war, the U.S. Defense Department said that Iraqi aircraft had been parked next to the ziggurat for protection.

Tell el-Lahm, a site near Ur dating from about 800 B.C., has deep trenches running through it, evidently dug by American troops during the ground war in Iraq. Although the site has never been excavated, it is well known to archaeologists and is assumed to contain valuable artifacts that

Continued on Following Page

Social Upheaval in Postwar Iraq Hits Archaeology

Continued From Preceding Page were probably disturbed, if not destroyed, in the digging of the trenches.

The Iragi National Museum in Baghdad, though not directly hit by allied bombs, had many of its windows and doors blown out as a result of the force of nearby explosions. Most of the smaller, more delicate objects in the museum had been packed up and put in storage for safekeeping before the war. It will be some time before officials know the degree to which such objects may have been damaged simply as a result of the jurring of the ground by the bombs.

■ In the unrest in Iraq that followed the war, the country's regional museums were extensively looted. Officials of Irag's Department of Antiquities have submitted to Unesco a list of some 4,000 objects known to be missing since the prices, in particular, to soar, lead-more politically stable. war. Many of them are assumed to be circulating illegally on the international antiquities market.

- An early Islamic mosque in Basra, dating from about the ninth century A.D., was nearly destroyed. Its dome is still standing, but much of its valuable decorative work is gone.

Some Sites Unharmed

Other sites and the research bases attached to them-such as the one at Nippur, which is being excavated by Mr. Gibson, and that at Mashkan-shapir, being worked by Ms. Stone and Mr. Zimansky- January, Ms. Stone and Mr. Zi- vehicles and the telephone service were apparently unharmed. In ad- mansky observed that Baghdadis needed to stny in touch with sites dition, the status of hundreds of other sites, many inactive, is unknown to U.S. archaeologists.

Of more immediate importance than physical damage to sites and antiquities, however, is the continuing breakdown of social order in Iraq, scholars suy.

'Issues Convention' With 1996 Candidates Planned by 10 Presidential Libraries

The nation's 10 Presidential libraries announced last week that they would sponsor a scholar's plan to make the Presidential campaign process more informative in

James S. Fishkin, chairman of the government department at the University of Texas at Austin, has University of Texas at Austin, will lifted, that will be impossible. proposed holding a national conference before the primaries begin, at which a group of people, selected to be demographically representative of the U.S. voting population, could meet for in-depth discussions with the candidates.

At the end of this "National Is- er and Newton Minow, former would rank both their preferences among the candidates and their al Issues Forums, a nationwide inleation, in contacts between own positions on issues of public network of civic and educational i fragi. American, and European ·concern.

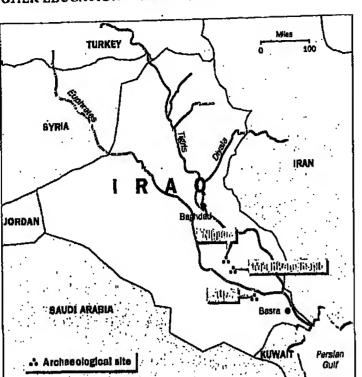
Mr. Fishkin detailed his proposal in a book, Democracy and Deliberation, published last month by Center at the University of Chica. The entire atmosphere, he Yale University Press. He said the go will select the 600 citizens who said, all the ongoing research, has idea was to provide a model of how will participate; the public would judge the candi-

ence before this year's primarles. but it canceled the project for financiai reasons,

hold the conference at the Lyndon Baines Johnson Library before the first Presidential primary in 1996.

600 People to Participate

board headed by Charles E. Walk- all. Debates Commission. The Nation Chicago, 'a breakdown in commuorganizations, will provide briefing scholars, and a halt of an ongoing materials for the conference, while research effort which was becom-



Map shows three of the sites whose fate archaeologists have determined since the Persian Gulf war.

bargo of Iraq has caused food come more widespread until Iraq is ing in turn to an unprecedented wave of looting and robbery in the ment of Antiquities is unable to countryside. On their trip to Iraq in protect the archaeological sites un-

"In the long term,

there's an intellectual

loss, a breakdown

In contacts between

iraqi, American, and European scholars."

who accompanied them in their travels around the country were fearful for their safety outside the

Archaeologists say they know of and new irrigation projects are the looting, or attempted looting, of some sites and the research bases attached to them, and they

WASHINGTON dates and the issues if it had a greater opportunity to study them. Last year the Public Broadcasting Service announced it would sponsor and televise such a confer-

The libraries, together with the and the international embargo are

For many, the interruption of research, and of training opportunities for both Iraqi and foreign The libraries will be advised by a scholars, is the greatest damage of sues Convention, delegates chairmen of the first Presidential tellectual loss, said Mr. Gibson of

"In the long term, there's an in-

For its part, the Iraqi Depart-

der its jurisdiction the way it used

American archaeologists who

have worked in the Middle East are

virtually unanimous in their praise

of the department's officials: Ms.

Stone referred to the department as

"one of the best antiquities serv-

ices in the Near East." But in a

country with so many other prob-

lems, scholars say, the protection

of antiquities has a low priority and

the department now lacks even the

To counternet the infinted foud

prices, Iraqis are beginning to farm

land that was previously unused,

springing up around the country.

Such projects once had to get the

approval of the antiquities depart-

ment, Ms. Stone sald, to insure

that no potentially valuable archue-

ological site was being disturbed.

But now, because of the disruption

of the department, such projects

are being built unchecked, she

said, and there is no way to know

American archaeologists with

excavations in Iraq have received

letters from the antiquities depart-

ment inviting them back to contin-

ue their research, but they assume

that, until U.S. travel restrictions

what may be lost.

Lost Opportunities

to, scholars say.

taken a real hit. The break in conti--KAREN J. WINKLER multy will hurt.

First Scholarly Books to Examine Gulf War Make Their Appearance

In July 1990, Jill Crystal, an assistant professor of political science at the University of Michigan, was just completing the manuscript for a new book, a political analysis of Kuwait. Then Saddam Hussein launched his infamous invasion. Overnight, Ms. Crystal had a new research project on her hands.

It took several months of waiting to see what would happen, followed by more months of additional research, just to bring a book that hadn't yet been published up to date. Kuwait: The Transformation of an Oil State will be released this summer by Westview Press.

"Everybody has had their research transformed by the war," Ms. Crystal said.

The first evidence of that transformation is beginning to appear. While any number of "qujckie" books and accounts by journalists have come out since shortly after the war began, the first schularly books on the Gulf crisis have just been published or are in the works.

Since it is too early for booklength scholarly studies that were not, as Ms. Crystal's was, already under way before the war, most of the earliest books off the presses are collections of essays by groups of contributors. Among those recently published are:

■ But Was It Just' Reflee tions on the Morality of the Persian Gulf War, published by Doubleday. The book's essays were written by Jean Betlike Elshtain, a politlent scientist at Vanderbilt University; Stanfey Hauerwas, an ethicist at Dake

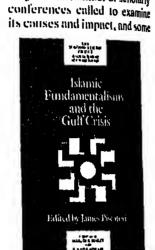


University: Sari Nusseibeh, director of the Jerusalem Center cut publishers had expressed in for Strategic Research; Michael Walzer, a political scientist at the institute for Advanced Study in Princeton, N.J.; and George Weigel, president of the Ethics and Public Policy Center in Washington.

| Islamic Fundamentalisms and the Gulf Crisis, edited by arly community is happy and Idmes Piscatori, who jeaches in sad about at the same time. the department of international politics at the University of of the Center for Middle East Wales, and published by the ern Studies at the University of American Academy of Aris and Arizona, "is that there is now Sciences. The book grew out of interest in the Gulf because of the Fundamentalism Project, a the war. There should have five-year research effort spont been interest all along This is been interest all along This is been interest all along this is interest to be interested in the story of our lives its Middle. ine the social and political im- East scholars."

pact of all varieties of religious fundamentalism.

In the year since the Gulf war ended, the crisis has been the subject of a number of scholarly



of the books due out soon come

out of such meetings. The Georgetown University Center for Contemporary Arab Studies is expected to publish this month a volume called The Girll Crixix: Background and Conveniences, edited by lbrafrom Ibrahim, the center's director. It is based on a conference the center sponsored last April.

Publishers Interested

Later this year, the University of Florida Press will publish The Muddle East After the had Invasion of Kiowait, a survey of the way's regional and global impact. The book, edited by Robert O. Freedman, director of the Center for the Study of Israel and the Contemporary Middle Part at Baltimore Rebrew University, grew out of a conference there in November

F. Gregory Gause, an assistant professor of political science at Columbia University, will draw in part on a recent conference sponsored by the Council on Foreign Relations for a book he is writing on the Gulf's Arab monarchies in the wake of the war. The council will publish Mr. Gause's study. probably sometime in 1993.

Indeed, if the war has done nothing else, it has drawn attention to the Persian Gulf region. Publishers' attention has certainly been caught. One researcher noted that two differterest in putting together a book hased on a panel discussion on the war at last fall's annual meeting of the Middle East Studies Association.

Some say the attention is long overdue. "One of the things the schol-

said Jerrold D. Green, director

Scholars Protest Energy Dept.'s Enthusiasm for Withholding Records'

Continued From Page A6 ars face at the Energy Department are part of brouder problems with access to federal records. Unlike many other countries, the United States until recently has not mandated schedules for the release of official documents, but has let individual Presidents set records poli-

When Congress passed a law last year requiring the Department of State to open all but its most sensitive records over 30 years old, "we got the beginning of a corrective to the closed policy and secreey about records that evolved during the Reagan-Bush years," says Page Putnam Miller, director of the National Coordinating Committee for the Promotion of History, an alliance of history and orchival

'Beacons of Light'

"But the Energy Department makes State look like angels," says Ms. Miller. Her association has endorsed the cull from scholars for the Department of Energy to make more of its records available.

Robert S. Norris, a senior analyst with the Natural Resources Defense Council, a public-interest group, has sought access to the records of many of the federal government's most secretive agencies, including the Pentagon and the Federal Bureau of Investigation. "They are beacons of light compared to the post," he says.

Mr. Goldberg snys that access to Energy's records is also inhibited because "some por historiums appear to be sitting on documents for their own use."

So far, the department has published three volumes of an official history of atomic energy in the United States. Many historians praise the quality of the books, and the third volume. Atoms for Peace and War, 1953-1961, won a prize in 1990 from the Organization of American Historians. But scholars add that, in contrast to procedures at many other government agencies, Energy Department documents cited in the volumes often are not opened even after official histories have been published.

Concern Over 'Dual Role'

"It's the dual role played by department officials as writers of the agency's history and keepers of its records that we object to," says Brian Balogh, a history professor at the University of Virginia.

Some scholars also criticize the department for contracting with private groups to handle the de classification process. In some cases, they say, the same groups have contracted to write official histories for the agency. Says Harvard's Ms. McMillan: "That takes the judgment about what should be declassified out of government hands and puts it into private hands."

Philip L. Cantelon, president of History Associates Inc., a Maryand company that does historical research and declassification under contract to the Energy Department, says, "I don't disagree with many of the recommendations scholars are making to have bore declassify more and to transfer old-

er records to the National Ar- make a "preliminary review" of Records Administration, "not is attack on official history."

Many of the documents cited in official publications have been opened to scholars, he says. When they have not been, "the problem is less a deliberate attempt to withhold material than the slow pace of

Mr. Siebert of the Energy Department says his agency uses outside experts with technical knowledge of nuclear issues to help declassify records because "these people are extremely scarce."

to make the final declassification

classified, he says,

developing schedules to declassify ner.' records at field sites, such as the laboratories they sponsor, and that they plan to order all agency divisions to issue record-keeping requirements by the end of the year.

Some Scholars Are Skeptical

At the National Archives, which oversees the way federal agencies manage their documents, "we still "But we do not use contractors have some concerns about DOE records," says James W. Moore,

chives, but I strongly object to the documents, but federal employees doing a lot of what we have asked ultimately decide which will be de- them to do to improve records management, but that does not non officials also say they are mean they have turned the cor-

> Some scholars are skeptical of how much the department is doing. According to Daniel Grossman, an adjunct research fellow at Harvard University's Center for Science and International Affairs, documents sent to the National Archives in the last two years represent only "a mere tidbit" of existing files.

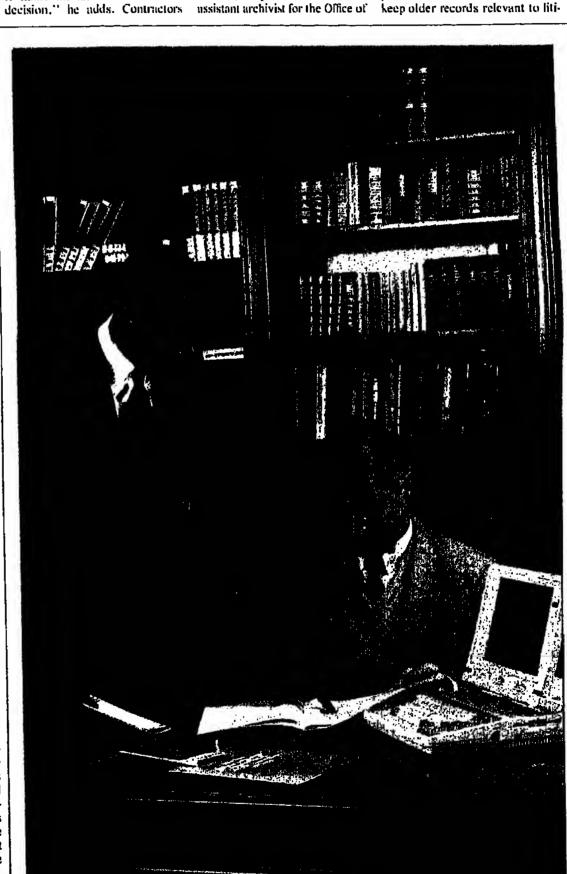
Mr. Grossman adds that the dekeep older records relevant to liti- the DOE?"

gation "is a red herring," adding: "Lawyers routinely research records in the archives."

While scholars wait to meet with Energy Department officials this month, Mr. Norris of the Natural Resources Defense Council says his group hopes to promote sentiment in Congress to amend the Atomic Energy Act and to ease its secreey provisions. "It's in the early stages, but there is interest on Capitol Hill," he says.

Harvard's Ms. McMillan says that "with recent changes in the Soviet bloc, in the near future we may even be able to see more Soviet than U.S. cold-war doesments."

"The outside world has partment's claim that it needs to changed," she adds, "When will



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■ German cabaret tried to reconcile high art and popular culture

Poverty in rural America ri- turing-the decline in farming, 8.8 million fewer Americans filed vals-and, in some cases, exceeds—that in the inner city, for the increase in the underclass in tions, for a total annual savings for calling into question the notion that the "underclass" is strictly an urban phenomenon.

That is the conclusion of William P. O'Hare, director of the Population and Policy Analysis Center at the University of Louisville, and Brenda Curry-White, a research associate there.

In a study released last week by the Population Reference Bureau, a non-profit research organization in Washington, the scholars report that nearly one-fourth of the three million members of America's underclass live in rural areas. Using data from the Census Bureau, they define the underclass as adults. without a high-school diploma who receive public assistance and who are never-married mothers or, if male, are chronically unemployed.

Fifty-five per cent of the rural underclass, compared to 17 per cent of the urban underclass, is white. In the South, where 65 per cent of the rural underclass resides, the underclass rate is higher in rural than in urban areas, the scholars report.

They say that economic restruc

mining, and logging-is to blame tax returns with itemized deduc-

the Tax Reform Act of 1986 did little to halt the tax system's growing complexity.

So concludes Joel Siemrod, a professor of business economics at the University of Michigan, in the winter issue of The Journal of Economic Perspectives.

The tax act, notes Mr. Slemrod, number of people filing returns. financial and tax professionals— Those included an increase in the rose from 21.7 hours in 1982 to 27.4 standard personal deduction, eliman increase in the income level re- of which require extensive paperquired for filing.

Mr. Slemrod analyzed the effect of those provisions on the direct and indirect costs of tax compliance for individual taxpayers.

He found that from 1986 to 1989.

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rural areas. —CHRIS RAYMOND taxpayers and tax collectors of about \$50-million. Despite promises made for it,

A sharp decline in the numbers of financial planners also suggests that fewer taxpayers engaged in complex financial transactions to avoid taxes, and indirectly suggests that the tax code lessened in complexity, says Mr. Slemrod.

However, over all, the number of people filing returns increased by more than nine million between 1986 and 1988, says Mr. Slemrod. contained several provisions in- Furthermore, the average amount tended to reduce the complexity of of time taxpayers spent on tax matkeeping records and preparing tax ters-keeping records, studying forms, or to reduce entirely the tax regulations, and working with hours in 1989. The bulk of that inination of the deduction for a sec- crease was associated with inond wage earner, restrictions on creases in the number of people the deductibility of payments to in- claiming rental income or in individual Retirement Accounts, and come from self-employment, both work, Mr. Slemrod says. -C.R.

> The German cabaret movement between the two world wars was an attempt by artists and intellectuals to join high art and popular culture, says a German-studies scholar at Concordia College in Minnesota

> Cabaret is particularly renowned n the form it took in Germany during the years of Hitler's rise to power. In the current (December) issue of Theatre Journal, Alan Lareau notes that historians of the Weimar Republic often depict the cabaret of that era as a radical form of protest art. Mr. Lareau argues, however, that German cabaret was not the embodiment of political opposition that scholars often make it

out to be.

The German cabaret movement

was founded at the beginning of the century, Mr. Lareau writes, as a way to combine elements of serious theater and music-hall entertainment. But the form was never able to escape commercial de-

than not tended toward lighter fare. In the years of rampant inflation in Germany following World War , the cabarets catered mainly to newly wealthy patrons who had made a fortune during the war, and while the songs and acts were often lopical, they were not politically radical, Mr. Lareau argues. A selfstyled "literary cabaret" sprang up in the 20's in response to the commercialism of the more mainstream nightclubs, but that did not attract

mands, he says, and more often

udiences in significant numbers. in the politically unstable final years of the Weimar Republic, the early 1930's, the cabaret movement is often said to have regained its supposed avant-garde status. Mr. Lareau notes. But he argues that only a few small troupes exhibited the kind of political and cultural rebellion that is sometimes attributed to the movement as a whole, -- ELLEN K. COUGHLIN

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

AMERICAN STUDIES

The Making of Middlebrow Culture, by Joan Shelley Rubin (University of North Carolina Press; 416 pages; \$34.95 hardcover, \$14.95 paperback). Discusses the founding of the Book-of-the-Month Club the beginning of academic and communi-ty "great books" programs, and other examples of the popularization of the hu-manitles in 20th-century America.

Ancestral Connections: Art and an Aborigi-nal System of Knowledge, by Howard Morphy (University of Chicago Press; 330 pages; \$47.50 hordcover, \$19.95 paperback). Analyzes the symbolic conten of Australian aboriginal bark painting; draws on fieldwork among the Yolngu ab-origines of Northeast Arnhem Land. Yoruba Ritual: Performers, Play, Agency, by Margaret Thompson Drewel (Indiana

University Press; 272 pages; \$35 hard-cover, \$14.95 paperback). Explores the rituals of the Yoruba peoples of south-western Nigeria; describes how practitioners use play and improvisation to transform ritual performance.

ART AND ARCHITECTURE

Gendered Spaces, by Daphne Spain (University of North Carolina Press; 314 pages; 339.95 hardcover, \$14.95 paperback). Discusses physical and symbolic barriers that have segregated men from women and reinforced women's inequality in Industrial and non-industrial socie-

etters of Quetave Courbet, edited and translated by Petra ten-Doesschute Chir (University of Chicago Press; 726 pages; \$55). Critical edition of more than 600 let-ters by the 19th-century French Realist

ters by the 19th-century French Reallst painter; includes much previously untranslated and unpublished material. Winslow Homer and the Hiustrated Book, by David Tatham (Syrucuse University Press; 384 pages; \$34.95). Describes the American artist's work in book and literary-magazine illustration from the mid-1850's to the late 1880's.

CLASSICAL STUDIES

amblichus: "On the Pythagorean Way of Life," by John Dillon and Jackson Hersh-bell (Scholars Press; 285 pages; \$44.95 hardcover, \$29.95 paperback). Transla-tion and study of a work by the Syrianborn Greek philosopher who lived from about 250 to 330,

Agriculture Trade, Protectionism, and the Problems of Development: A Legal Per-spective, by Joseph A. McMahon (St. Martin's Press; 290 pages; \$49.95). Discusses legal aspects of trade policies de signed to promote agriculture in develop

FILM STUDIES

Representing Reality: Issues and Con-cepts in Documentary, by Bill Nichols (Indiana University Press; 352 pages;

\$39.95 hurdcover, \$17.50 paperback, Explores issues of aesthetics, ethics, and

Hetween Marxism and Anarchism Bench Maton and French Reformist Socialism, by K. Steven Vincent (University of Cal-fornia Press; 207 pages; \$30). Discusses the life and thought of a leading socia-cism for French reformist socialism in the main for French reformist socialism in the

The Black Abolitionist Papers, Volume V.
The Black Abolitionist Papers, Volume V.
The United States, 1859-1865, edied by C. Peter Ripley and others (University of North Carolina Press; 464 pages; 550). The faul book in a five-volume series documents black abolitionists shifting attitudes toward the Lincoln Administration and the Civil War.

Columbus and the Ends of the Earth Es-

rope's Prophetia Rhetoria sa Conquesta Ideology, by Dielal Kadir (University of California Press; 270 pages; \$30). Short now reliations beliefs and language shape

European views on colonization.

Knights at Court Courtiness, Chizgly, and Courteey from Ottonien Germany is the Italian Renaissance, by Aldo Sculiune (University of California Press; 50 pages; 5-45). Traces European court called re from the 11th to the 16th centuries

A Meneure of Wealth: The English Lans for In Historical Analysis, by Donald E. Cinter (McGill-Queens University Free. distributed by University of Toront Press; 734 pages; \$75 U.S.). Criticiza how previous scholars have used door ments known as "land tax duplicates" is the study of such topics in English histor ny the decline of the small landowner at

the impact of the enclosure acts.

Mediovel Misogyny and the invention of Western Romantia Love, by R. Howat Bloch (University of Chicago Press; 28 pages; \$45 lundcover, \$17.95 pagerback).

Draws links between anti-feminism in the control Christian or and the communication. early Christian era and the romantic ic

early Christian ora and the romante fe-nization of women that emerged in the 12th and 13th centuries. Nother Ballots Nor Bullets: Women Abol-tionista and the Civil War, by Wendy Hamund Venet (University Press of Vi-ginia: 210 pages; \$25). Examines the wa-time activities of Harriet Beecher Stow. Fanny Kemble, Julia Ward Howe, as within Abolitionists. The Papers of Martin Luther King, Jr., W

ume One: Called to Serve, January 1929—June 1961, edited by Claybon 1929—June 1961, edited by Carson, Rulph E. Laiker, and Penny Russell (University of California Pres 507 pages; \$35). The first book in a mult volume edition of the published and or the state of the published and or the published papers of the civil-rights less

Patriote and Redeemers in Japan Moth Patriote and Redeemers in Japan Motes
in the Meiji Restoration, by George M.
Wilsom (University of Chicago Press 201
pages; \$37.50 hardcover, \$14.95 pages
back). Discusses patriotism and redemption as forces that spurred commoner and
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the 1868 Meiji Restoration.
Power and the Praise Poem: South Affices
Valces in History, by Leroy Vall and Landeg White (University Press of Virginia,
345 pages; \$42.50 hardcover, \$16.95 paperback). A study of the political role of

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Samuel Brontman: The Life and Times or Seagram's Mr. Sam, by Michael R. Marus (University Press of New Pegind; 551 pages; \$35). A biography of the Candian whiskey distiller and Jewish commity leader who lived from 1891 to 1971. Sources of Western Zhou History! leacified Bronze Vessele, by Edward L. Schaugnessy (University of California Press; 357 pages; \$55). Analyzes the historiography and interpretation of inscribed bronze vessels that have served

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Harriet Brooks: Pioneer Nuclear Scientist, by Marclene F. Rayner-Cunhum and Geoffrey W. Rayner-Cunhum (McChill-University Press, distributed by University of Toronto Press; 187 pages; 529.95 U.S.). A blography of the Canadian physicist who lived from 1876 to 1933.

Chauser and the Fictions of Gender, by Elaine Tutle Hansen (University of California Press; 310 pages; \$42.50 hard-cover, \$15.95 paperback). A revisionist study of the English poet's treatment of gender identity and difference.

The Complete "Twenty Thousand Leagues Under the Sea": A New Translation of Jules Venn's Science Fiction Classic.

tules Verno's Solence Flotion Classic, edited and translated by Emanuel J. Mickel (Indiana University Press; 499 pages; \$29.95). Restores passages that were deleted in earlier English versions of the 1870 French novel.

Describing Early America: Bartram, Jeffer-son, Orlyscopeur, and the Rhetoric of Natural History, by Primcia Regist Northem Illinols University Press; 189 puges; 530). Describes the use of Linnaeum syssop, Describes the use of Alinnacui sys-tems of classification and other scientific approaches in three texts on early Ameri-ca-William Bartram's Travels; Michel Crèvecoeur's Letters from an American Famer; and Thomas Jefferson's Notes on the State of Virginia.

Dorothy Richardson, by Jean Rudford (In-diana University Press; 171 pages; \$29.95 hardcover, \$10.95 paperback). A critical study of the English novelist who lived from 1873 to 1957; considers her fortr-vol-ume novel *Pilarimase* In relation to the writings of Joyce, Woolf, and other of her

"Il Angel Del Hoger": Goldón and the ide-ology of Domesticity in Spain, by Bridget A. Alderaca (University of North Caroli-na Press; 266 pages; \$30), Traces changes in the ideology of domestic life and the role of women from the Counter-Reformation to 1900, then examines the personification of the feminine ideal in the notion of the "angel of the house" in novels by Bentto Pérez Childos (1843-1920).

Heapitable Performances: Dramatic Genre and Cultural Practice in Early Modern England, by Daryl W. Palmer (Purdue University Press; 220 pages; \$28.50). Ex-amines the practice and literary represen-tation of baselistics. ation of hospitality in English society

and drama.

Laughing Lost in the Mountains: Poems of Wang Wel, translated by Tuny Barnstone, Willis Barnstone, and Xu Halxin, critical introduction by Willis Barnstone and Tony Barnstone (University Press of Nam Baskand, 174 mages: \$40). Transla-New England; 174 pages; \$40). Translation of works by the eighth-century Chi

The Letters of Brendan Buhan, edited by E. H. Mikhail (McGill-Queens University Press, distributed by University of Toronto Press; 261 pages; \$49.95 U. S.). Includes previously unpublished letters and poems by the 20th-century Irish playwight.

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The Poetics of Historical Perspectivism:
Srellinger's "Critische Dichtkunst" and
the Neoclassic Tradition, by Jill Anne
Kowalik (University of North Carolina
Prets; 166 pages; \$30). A study of the
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tadical Artifice: Writing Poetry in the Age of Media, by Marioric Pertoff (Universiy of Chicago Press; 248 pages; \$27.50)

y of Chicago Press; 24% pages; \$27.50). Describes today's experimental poetry as a response to the mass media's impact on postmodern culture; writers discussed include John Ashbery, John Cage, Susan Howe, and George Oppen.

The Return of Nat Turner: History, Literature, and Cultural Politics in Shates America, by Albert E. Stone (University of Géorgia Press; 462 pages; \$35). Focuses on William Styron's 1967 novel The Confessions of Nat Turner in a study of representations of the slave leader in American literature and historiography.

becial Delivery: Epistolary Modes in Modem Fletion, by Linda S. Kauffman (Univarsity of Chicago Press; 312 pages; \$45 hardcover, \$16.95 paperback). Shows how the epistolary form is used to retvaluate the thems of love in works by Mararet Atwood, Barthes, Jacques Derinia, Doris Lessing, Nabokov, Viktor Jakobawa, and Alice Walker.

English Poetry, by A. B. Chambers (University of Missouri Press; 296 pages; \$39,95). Discusses the influence of litural

and related religious rites on the work of Donne, Herbert, Milton, Vaughan, and other 17th-century English poets.

White Collar Flotions: Class and Social Representation in American Literature, 1885-1925, by Christopher P. Wilson (Linberrity of Clevenic Press, 340 pages). University of Georgia Press; 340 pages \$35). Explores the representation of mid dle-cluss Americans in works by such writers as Sherwood Anderson, Edna Ferher, O. Henry, and Sinclair Lewis.

PHILOSOPHY

delienistic Philosophy of Mind, by Julia E. Annas (University of California Press 254 pages; \$35). Draws parallels betwee Stoje and Epicurean concepts of the soul and modern approaches in the philo

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The Origins and Nature of Language, by
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Politios Against Democracy: Right-Wing Extremiam in West Germany, by Richard Stöss, translated by Lindsay Batson (Berg Publishers, distributed by St. Mur-The American Encounter With Buddhism, 1844-1912: Victorian Culture and the Umits of Dissent, by Thomas A. Tweed tin's Press; 288 pages; \$47.50). Explores the origins and manifestations of organized right-wing extremism since the tindiana University Press; 272 pages; \$29.95). Pocuses on how American adherents of Buddhism attempted to reconmid-1980's. Totaliterian Language: Orwell's Newspeak Communist Anteced and its Next and Communist Anteced-ants, by John Wesley Young (University Press of Virginia: 320 pages; \$36,501. cile their new beliefs with the values of

Victorian America.

The Midrash on Proverba, translated by Burton L. Visotzky (Yale University Press; 160 pages; \$28.50). Translation of rabbinical commentaries on the flook of Compares the fictional totalitarian lan-guage "Newspeak" in Orwell's nove 1984 with manipulations of language in Nazi Germany and the Soviet Union.

Serving the Present Age: Revivalism, Pro-gressivism, and the Methodist Tradition in Canada, by Phyllis D. Airhum (McGill-Queens University Press, distributed by

eler to Lagan, by Léon Chertok and Isabelle Stengers, translated by Martha Nucl

Evans (Stanford University Press; 356

rages; \$35). Argues that attempts to establish psychographysis as a science resulted in the suppression of phenomenu

ussociated with hypnosis; considers, for associated with hypnosis; considers, for example. Freud's response to his recog-nition that suggestion, by means of the transference relationship, plays an un-controllable role in therapy. University of Toronto Press, 228 pages \$39.95 U.S.), Describes how turn-of-the century changes in Methodism shaped the nature of 20th-century mainstream

Choice Against Choice: Cross-Cultural Pol-lcy Assessment in Scolal Development by David M. Freeman (University Press of Colorado; 391 pages; \$39.95). Discusses the applications of sociological theory in the evaluation of proposals in the areas of technology and natural-re-

source policy.
Militarism, Imperialism, and Racial Accommodation: An Analysis and interpretation of the Early Writings of Robert E. Park, by Stanford M. Lyman (University of Arkansas Press; 331 pages; 530). Discusses early Journalistic writings by the American sociologist who lived from 1864 to 1944.

1864 to 1944. The Radiant Past: Ideology and Reality in Hungary's Road to Capitalism, by Mi-chael Burawoy and Jánes Lukács (Uni-versity of Chicago Press; 216 pages; \$24,95). Examines work and politics imder state socialism through studies of the Hungarian steel and machine-building in-



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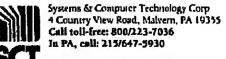
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Many deans—not to mention candidates for academic jobs—appear to be frustrated and confused over certain faculty-recruiting practices.

So the Council of Colleges of Arts and Sciences, a deans' organization, is drafting a statement aimed at encouraging more coherent—and more ethical—recruitment policies. It is thought to be the first statement of its kind.

A draft of the statement addresses, among other things, problems associated with the recruitment of minority professors; the need to coordinate better the timing of faculty job offers and resignations; and the need for institutions to communicate better with candidates for faculty jobs.

It raises the question of whether it is ethical for predominantly white institutions to raid the faculties of historically black institutions. Those working on the statement decided such tactics were "fair game" in an open marketplace. But at the same time, because of the role historically black colleges play in educating black people, "we wanted to raise sensitivity about raiding," says Lois Cronholm, who heads the panel and is dean of arts and sciences at Temple University.

Another thorny issue cited by many deans involves professors who take a leave from one institution to accept a post at another. Some don't inform the new campus that they still hold tenure at the former, and some, hoping to keep their options open, may even hold tenure at two places at once.

The council is now working with the American Association of University Professors on a final statement that will also reflect faculty concerns about recruitment.

The latest skirmish in the battle over multiculturalism at the University of Texas at Austin ended last week when the faculty overwhelmingly rejected a proposed multicultural requirement.

Professors voted 759 to 434 against the proposal, which would have required all undergraduates to take a three-hour course on U.S. minority groups or a third-world culture. Later, the requirement would have been increased to six hours.

Opponents said the proposal would have left little time for electives and was just another attempt by liberal faculty members to impose their views on students.

"It's often said that multiculturalism is inclusive, but this proposal was exclusive," says Joseph M. Horn, a psychology professor who opposed it. "It was not comparative."

In 1989, an unsuccessful attempt to re-focus a required writing course on issues relating to racism and sexism blew up into an all-out war.

Those who support the latest multiculturalism plan may revise it and bring it up for another vote.

Personal & Professional

Young Artists Face Bleak Outlook for Teaching Jobs at Colleges

Established practitioners fuel fierce competition

By SCOTT HELLER

CHICAGO
Misty Ball Spinelli first searched for a
college art-teaching job three years ago.
Although she hadn't finished her master's
degree in graphic design, she still had 23
job interviews lined up at the annual conference of the College Art Association.

Degree in hand and classroom experience under her belt, she got a rude surprise at the meeting last month: Only five colleges and universities wanted to talk. "I was shocked," she said. "There are so many more people looking for jobs."

19% Drop in Openings

According to art-association figures, 1990-91 was a bleak year for artists who want to teach. The association listed 572 academic job openings, 19 per cent fewer than the year before. The drop was the first reported by the art association in five years.

Many of the jobs listed were temporary or non-tenure track, but even so the competition was flerce. About 87 people applied for each opening, according to the association's newsletter.

The picture in art history was a bit better: 344 openings, about the same as last year, with fewer people applying for the jobs.

Like other working artists and recent art-school graduates. Ms. Spinelli dit her best to make the most of a conference attended by 5,000 people, many in a similar predicament. She pounced when the association's placement officers issued updated lists of universities conducting interviews. She hovered by the depressingly impersonal interview room, filled wall-towall with tables, each covered with a white tablecloth and a number, and dropped off copies of her work where interviewers were due to sit.

were due to sit.

She even slid her résumé under the hotel-room door of the interviewer from Jacksonville State University, a prime job opening since it is near where she would like to live. Within a half hour she saw a note on the message board setting up a chat.

'It's In My Blood

That was one of few triumphs in an otherwise so-so conference for Ms. Spinelli, who said she would be "sort of heartbroken" if she didn't land a teaching position by the fall. She quit her most recent teaching post to move to Florida with her husband, an engineer. "I'm a teacher and then a graphic designer," she said. "It's in my blood and I love it."

Young artists looking for work face a tougher challenge than ever, in part because they are competing against more-established artists who are returning to teach as a result of a downturn in the art market.

Candidates begin looking for teaching jobs the continued on Page A15



Eric Shultis, an artist who teaches part time and came to the college art conference looking for a job: "I've seen a lot of people walking around looking scared."

Publishers Suc Copyshop for Selling Anthologies Without Obtaining Copyright Permission

A group of publishers, continuing a campaign against copy-shop owners who fail to seek copyright permissions, has sued a Michigan business that took the law into its own hands.

The lawsuit, filed in federal court here, accuses Michigan Document Services and its owner, James M. Smith, of preparing and selling course anthologies without obtaining copyright permissions. The Association of American Publishers is coordinating the lawsuit for three of its members—Princeton University Press, St. Martin's Press, and the Macmillan Publishing Company's Free Press division.

Ruling Against Kinko's

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DETROIT

ITSE. Kinko's agreed to pay the publisher

\$1.8 million in damages and legal fees.

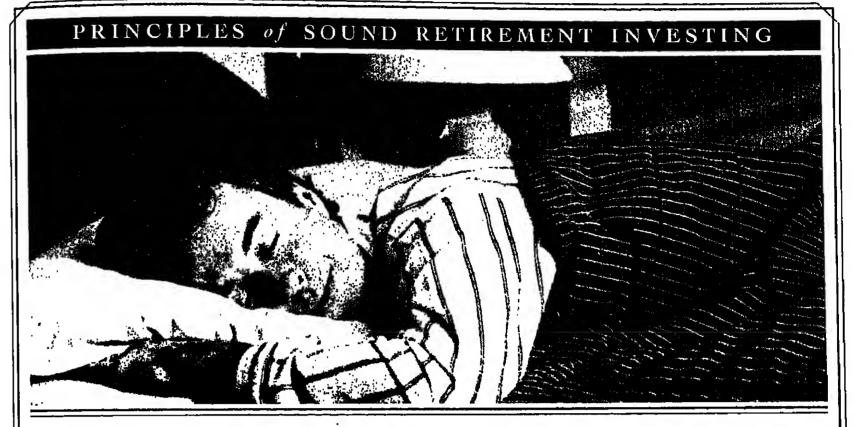
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Shops Near Michigan Campuses

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Many deans—not to mention candidates for academic jobsappear to be frustrated and confused over certain facultyrecruiting practices.

So the Council of Colleges of Arts and Sciences, a deans' organization, is drafting a statement nimed at encouraging more coherent-and more ethicalrecruitment policies. It is thought to be the first statement of its

A draft of the statement addresses, among other things, problems associated with the recruitment of minority professors; the need to coordinate better the timing of faculty job offers and resignations; and the need for institutions to communicate better with candidates for faculty jobs.

It raises the question of whether it is ethical for predominantly white institutions to raid the faculties of historically black institutions. Those working on the statement decided such tactics were "fair game" in an open marketplace. But at the same time, because of the role historically black colleges play in educating black people, "we wanted to raise sensitivity about raiding," says Lois Cronholm, who heads the panel and is dean of arts and sciences at Temple University.

Another thorny issue cited by many deans involves professors who take a leave from one institution to accept a post at another. Some don't inform the new campus that they still hold tenure at the former, and some, hoping to keep their options open, may even hold tenure at two places at once

The council is now working with the American Association of University Professors on a final statement that will also reflect faculty concerns about

The latest skirmish in the battle over multiculturalism at the University of Texas at Austin ended last week when the faculty overwhelmingly rejected a proposed multicultural requirement.
Professors voted 759 to 434

against the proposal, which would have required all undergraduates to take a three-hour course on U.S. minority groups or a third-world culture. Later, the requirement would have been increased to six

Opponents said the proposal electives and was just another attempt by liberal faculty members to impose their views on students.

"It's often said that multiculturalism is inclusive, but this proposal was exclusive," says Joseph M. Horn, a psychology professor who opposed it. "It was not comparative."

In 1989, an unsuccessful attempt to re-focus a required writing course on issues relating to racism and sexism blew up into an all-out war.

Those who support the latest multiculturalism plan may revise it and bring it up for another vote.

Personal & Professional

Young Artists Face Bleak Outlook for Teaching Jobs at Colleges

Established practitioners fuel fierce competition

By SCOTT HELLER

CHICAGO Misty Ball Spinelli first searched for a college art-teaching job three years ago. Although she hadn't finished her master's degree in graphic design, she still had 23 job interviews lined up at the annual conference of the College Art Association.

Degree in hand and classroom experience under her belt, she got a rude surprise at the meeting last month: Only five colleges and universities wanted to talk. "I was shocked," she said. "There are so many more people looking for jobs."

19% Drop in Openings

According to art-association figures, 1990-91 was a bleak year for artists who want to teach. The association listed 572 academic job openings, 19 per cent fewer than the year before. The drop was the first reported by the art association in five

Many of the jobs listed were temporary or non-tenure track, but even so the competition was fierce. About 87 people applied for each opening, according to the association's newsletter.

The picture in art history was a bit better: 344 openings, about the same as last year, with fewer people applying for the

Like other working artists and recent art-school graduates, Ms. Spinelli did her best to make the most of a conference attended by 5,000 people, many in a similar predicament. She pounced when the association's placement officers issued updated lists of universities conducting interviews. She hovered by the depressingly impersonal interview room, filled wall-towall with tables, each covered with a white tablecloth and a number, and dropped off copies of her work where interviewers were due to sit.

She even slid her résumé under the hotel-room door of the interviewer from Jacksonville State University, a prime job opening since it is near where she would like to live. Within a half hour she saw a note on the message board setting up a

'It's In My Blood'

That was one of few triumphs in an otherwise so-so conference for Ms. Spinelli, who said she would be "sort of heartbroken" if she didn't land a teaching position by the fall. She quit her most recent teaching post to move to Florida with her husband, an engineer. "I'm a teacher and then a graphic designer," she said. "It's in my blood and I love it."

Young artists looking for work face a tougher challenge than ever, in part because they are competing against more-established artists who are returning to teach as a result of a downturn in the art market. Candidates begin looking for teaching jobs Continued on Page A15



Eric Shultis, an artist who teaches part time and came to the college-art conference looking for a job: "I've seen a lot of people walking around looking scared."

Publishers Sue Copyshop for Selling Anthologies Without Obtaining Copyright Permission

A group of publishers, continuing a cumpaign against copy-shop owners who fail to seek copyright permissions, has sued a Michigan business that took the law into its

The lawsuit, filed in federal court here. accuses Michigan Document Services and its owner, James M. Smith. of preparing and selling course anthologies v taining copyright permissions. The Association of American Publishers is coordinating the lawsuit for three of its members-Princeton University Press, St. Martin's Press, and the Macmillan Publishing Company's Free Press division.

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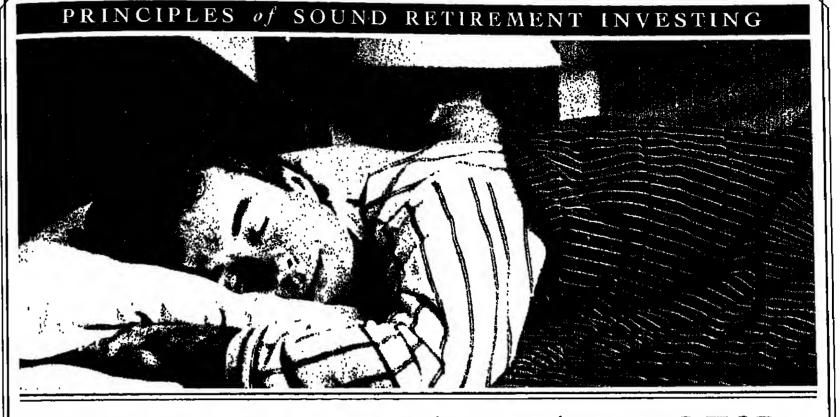
use. Kinko's agreed to pay the publishe \$1.8 million in damages and legal fees. The suit against Mr. Smith is part of the

"second phase" of the AAP's copyright enforcement campaign, said Judith Plant spokeswoman for the association.

Shops Near Michigan Campuses

Mr. Smith and some other copy-site Kinko's has led to an impractical, cost and time-consuming process for obtaining permissions. Mr. Smith, who owns that shops near universities in Michigan, sa he did not believe he was guilty of copy right infringement and hoped to prove the in court. He also contended that the main reason he was being sued was not because of copyright infringement, but because k had publicly stated that he found the Kin ko's decision "legally incorrect" and but

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tion, including charges and expenses, call 1 800 842-2735, Ext 6509 for a prospectus. Read the prospectus carefully before you invest or send money. ■ System weighs plan to increase Jobs for women and minorities

■ Black colleges to exchange professors with other institutions

■ Success found in urging minorities to attend graduate school

A new center at Pennsylvania State University is offering always aware of whom they should dates be nominated to purticipate workshops to provide minority staff members with strategies for working in a predominantly white environment.

The workshops are being offered throughout academic 1991-92 by the university's Minority Staff Development Center, estublished last year. The university already had a erybody," Ms. King said. Center for Minority Faculty Development, and it wanted to offer programs for minority staff employees in the Penn State system. Of the university's 10,416 full-time staff employees in fall 1991, only 459or 4.4 per cent-are black, Hispanic, Asian, or American Indian.

Cynthia L. King, director and senior mentor of the center, said speakers at the workshops are minority employees of the university the system, called for the plan be- can't find qualified minorities,' or, who talk about "what mechanisms they used to cope and what they did to advance their careers."

So far, about 25 people have at- lege presidents, Two of the 58 prestended each of the monthly workshops. Some of the most frequently expressed concerns, Ms. King said, include how to deal with the in the state's Department of Com- Community Colleges is expected isolation of being the only minority munity Colleges. It recommends to create a committee that will disemployee in an office and how to that each college develop its own cass how to carry out the plan and "network" in a university as large hiring goals, that leadership-train-

go to when they have a complaint about how they are being treated, she said. The workshops explain the procedures. "We also talk about how you distinguish between a supervisor who is a racist or sexist, and a supervisor who is just a general jerk and unpleasant to ev-

Faced with statistics showing that 54 of the 58 college presidents in the North Carolina white males, officials there are are minority-group members. considering a plan to increase the number of women and minority administrators.

Robert W. Scott, president of cause of concern that minority and 'If we find them, we can't afford to women candidates were not getting pay them, or comments about reon the right track to become colidents are black males and two are white women.

The plan was drafted by officials ing programs be expanded and

Minority staff members aren't more minority and female candiin them, and that the criteria on which presidents in the system are evaluated be revised to include un assessment of their efforts to foster "an environment conducive to cultural diversity."

Sylvester E. McKay, director of research for the system who helped write the plan, said about 21 per cent of the system's 800,000 students are members of minority groups, and 58 per cent are women. About 29 per cent of the seniorlevel administrators in the 58 col-Community College System are leges are women, and II per cent

Some aspects of the plan have stirred resistance. "It's the usual kind of things you'd hear," Mr. McKay said. "Things like, 'We verse discrimination."

But he added: "My sense is that there's more support than opposi-

This month the State Board of report back to the board in June.

Private, historically black colleges will exchange faculty members with other independent liberal-arts institutions under a new grant program aimed at building ties between the two types of institutions.

The Council of Independent Colleges last month awarded grants totaling \$100,000 for faculty and administrative exchanges. The council gave grants ranging from \$6,500 to \$15,000 to nine pairs of institutions, said Russell Garth, vicepresident of the council.

Por example, Benedict College and Columbia College received \$7,500 for faculty exchanges in dance, English, human relations, and religion. The money will be used to pay travel costs and other

In another project, Bennett College and Converse College were awarded \$6,600 to design a course called "Leadership Skills for Women in a Multicultural Sociely." The course will be offered on

Most of the exchanges are taking place this spring and will last for several weeks, rather than for an entire semester, Mr. Garth said. The council plans to award an-

other round of grants this spring for exchanges next full. The exchange program is an outgrowth of the council's four year old. "Enhanc-

ing Black College Leadership" project, under which it seeks to involve members of the United Ne gro College Fund more closely in council programs, such as special institutes for deans and presidents, The council is using money from

several foundations to finance the

tornia State system has only a fee exchange program, including a three-year, \$250,000 grant from the Teagle Foundation.

A three-year-old program to encourage more minority students from California State University campuses to enter graduate school at the Universiy of California or elsewhere has met with some success.

The California Pre-Doctoral Program, created in 1989, also seeks to increase the number of women and disabled students who are underrepresented in various fields of graduate study.

In the first two years of the prugram, 102 students on California State University campuses were chosen to participate. Of that number, 38 have since been accepted into doctoral programs---18 of them on University of California campuses. Many of the remaining 64 are still finishing undergraduate and muster's level work. The Culi-

doctoral programs jointly offered with other institutions.

Juniors and seniors are eligible to participate. During the academic year, students in the program work with faculty sponsors at their Cabfornia State University campus on both research projects and career planning. The students receive money to travel to doctoral institutions in California and other states as well as to attend professional meetings.

In the summer, some of the stadents take part in research intenships with professors on University ty of California campuses. Eachintern receives a stipend of between \$2,000 and \$4,000 to cover room and board, transportation, and oher expenses.

This acudemic year, the program chose 75 additional students to perticipate. About 35 are expected to go to University of California canpuses this summer for intenship. --- DENISE K. MAGNEI

Copy Shop Is Sued for Selling Anthologies Without Obtaining Copyright Permission

simply charged customers one cent a page for royalties, and planned to send a check later to each publisher based on a flat rate and the number of pages copied (The Chronicle. September 11, 1991).

'We know the AAP has evidence against dozens of other shops that they allege have infringed on copyrights," he said. "They want to make an example of as by intinaduting us, the entire industry, and. beyond that, the academic commu-

'Unreasonable and Unfair'

Ronald S. Ranchberg, a lawyer for the three publishers and the AAP, called Mr. Smith's accusations "unreasonable and onfair."

"He'd like the world to see him as some valiant little guy standing up for principle against the big bad

corporations who are trying to crush him," he said. "It's a phon picture."

Mr. Rauchberg sind Mr. Smith company was drawing business away from competitors who at complying with the law. He also said none of the three publishes had received any royalties for Mr. Smith's company, Mr. Smit said he was still computing the

"The fact that he's adept at geting publicity shouldn't obsent the fact that he's just trying to indi on property that doesn't belogs him," Mr. Rauchberg said.

The three publishers are seeing an infunction that would requir Mr. Smith and his company to consult copyright holders before a producing published materials The suit also seeks damages and legal fees. —DENISE R. MACRE

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Young Artists Face Bleak Outlook for Teaching Jobs

Continued From Page A12 in studio art as they finish their Carolina. He estimated that the jab Master of Fine Arts degree. Art historians earn doctorates. Independent artists with long re-

sumés and prominent gallery shows have approached the department chairmen at Columbia University and the University of California at Irvine about teaching openings, the heads of those departments said. "People who are name brands are hurting, and they need to have a financial base," said Allan Hacklin, chairman of visual arts at Columbia.

Other schools have shut down their searches in midstream. The State University of New York at Buffalo advertised a lucrative post for a sculptor-with a salary as high as \$65,000-and then had to close the search because of statebudget strictures.

400 Applicants for One Post

Where there are jobs, there are plenty of applicants. The University of Rochester received 400 applications for a sculpture position. Suvannah College of Art and Design, which interviewed for 25 faculty positions to meet the needs of a growing student body, received hetween 400 and 500 inquiries for each job opening this year, said its president, Richard Rowan.

With odds likes those, a young painter like Eric Shultis needs every advantage he can get. Although he has exhibited several times in Chicago galleries, his landscapes -described as "timeless and remote from the daily hustle of modern life" by one curator--don't come across well in slides. So he brought along small cunvuses, as well as

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Thinded A Practical Guide for Scholars
Seeking Research Support From Business, by Dorin Schumacher (Sage Publication)

ness, by Dorin Schumacher (Sage Publications, 2455 Teller Road, Newbury Park, Cal. 91320: 288 pages: 538 hard-cover, 518.95 paperback). A handbook for individual researchers seeking financial support from the corporate world: siso discusses larger ethical issues related to university-business partnerships. Highst Education in the United Kingdom, 1892-93: A Handbook for Students and Their Advisers (Association of Commonwealth Universities, distributed by Cryx Press, 4041 North Central at Indian School Road, Phoenix 85012: 312 pages: 32-93 prepaid). Penpections on Educational Cartificate Programs (New Directions for Adult and Continuing Education No. 82), edited by Margiret P. Holt and George J. Lopos Sirect, San Prancisco 94104: 101 pages: 313-53 beigned). Offers essays on the design, development, economics, and evaluation of cartificate programs offered by colleges, universities, and businesses.

photographs, in a 100-year-old tool was here to explain the recently box. (He also carried with him in- founded San Marcos campus, or drawing, with 65 in film, video. spirational writings about the vagaries of the art world.)

Mr. Shultis, who now teaches part time at Lansing Community College, interviewed for jobs in Michigan, New Mexico, and North search cost \$2,000 for him and his wife, also an artist.

"I've seen a lot of people walking around looking scared," said

'Pretty Demoralizing'

David Avalos, an assistant professor of visual arts at California State University at San Marcos, was swamped with interest at his actually holding interviews. He graphics. An additional 103 re- feet her own chances.

which is temporarily housed in an or photography. industrial park.

"For many people it's a pretty Avalos said of the interview derby. don't know whether anyone's looked at your work or not."

"I wasn't there to be a therapist," he added, "but I felt that the least I could do was respond to people's work as candidly as possi-

Of the 572 academic openings

quired a specialization in painting

"It's easier to get a job as soon as you have a specialty, especially demoralizing experience." Mr. in the high-tech areas," said Ruth Weisberg, professor of fine arts at "In the morning you throw your the University of Southern Califormaterials onto a stack that's al- nia and the association's past presiready three feet high. Then in the dent. "Someone who does tradiufternoon you retrieve it. You tional print making and video would be a hot property.'

Years of Experience

Ms. Spinelli said she was competing against graphic designers with years of business experience. She complained, however, that some interviewers usked about her listed by the art association, 156 husband's career plans, which she miliate myself so much. If they hire tuble-even though he wasn't even were in graphic design or computer said was illegal and should not af-

Constance Kocs is finishing an M.F.A. at Northern Illinois University. She came to the art meeting with videotaped excerpts from "Enchantment Grove," the multimedia project she completed for her degree. Her work explores how women are pressured into certain roles through domestic rituals.

Ms. Koes found the job-hunting ritual no worse than she expected. She interviewed for two academic posts and a teaching gig in a girls' summer camp.

Her secret to getting through the meeting: Be yourself. "Be thankful that you don't 100-per-cent fit," she said. "I'm not going to wear high heels. I'm only going to husomeone you're not, then you'll be

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they already understand."

gives students an assignment to ge-

cord slung they hear. "I'm building

a data base of slang," she says.

"Five to ten years from now, I

hope to be able to look at how slage

'The Appearance of Choice'

Last semester, she says, sheep

countered some student resistance

to the requirement, expressed

anonymously in course evalu-

tions. "It was a small minority,"

she says, "but it wrote like a very

In conversations with freshmen

on the campus, however, few seem

hostile to the requirement, Mr. A-

lisei, the Berkeley Review editor.

says he's heard little outery against

it this year. One reason, he says, it

that the variety of courses offered

gives "the appearance of choice."

litise Matsubaru, an Asian-

While many use the term pelor

American freshman in Ms. His-

ton's linguistics class, says: "Ar

has changed."

angry minority."

courses, we are forming an American identity that is an outcome of different racial and cultural tradi-

Two provisions make Berkeley's requirement stand out. First. American Cultures courses must deal with at least three of the following five groups: African Americans. American Indians. Asian Americans, Chicano and Latino Americans, and European Americans. Second, the courses can't look at ethnic groups in isolation from each other. They must be comparative, placing groups in the context of American society.

Opposition Still Lingers

About 40 courses—the vast majority of them new-have been approved to meet the requirement. They cover fields ranging from education and English to journalism and landscape architecture. Forty more courses are in the works.

The requirement, created in 1989 after fierce debate, may be up and running, but it's not yet troublefree. Opposition still lingers here. Critics contend its purpose is more political than intellectual. They say few professors are expert enough in three cultures to be able to teach the courses well. And they question why a requirement in American Cultures is more important than, say, a requirement in math or literature. The only other requirements common to all Berkeley undergraduates-American history and composition-can be fulfilled in high school or through advanced-placement tests.

an 'oppression studies' mental- whether enough students will fulfill

A Sampling of Courses That Satisfy

Berkeley's 'American Cultures' Requirement

Now that students at the University of California at Barking are required to take a course on "american Cultures; protessors have been designing new classes and thooliving putiers to niper the marrials. Courses that fulfill the multiplifural requirement are balliquor fered in Neids from history and musty to fingulatics and resource management, following are some of the classes offered in 1991-92.

"Music in American Culture." In this course, students ligian to and study the music of differentialining groups, from American Indians to Latings. They sligo study the energines of such American forms as theater music, lezz, and took.

"American Environmental and Cultural History." This course infried under conservation and resource studies, looks at ways it whist direction that resource studies looks at ways it whist direction that the conservation and resource indians. European Americans entitle and African Americans—perceived, used, and ordered the environment, from Colonial times to the present.

"Experiencing Education: Received Ethnicity Inside Schools". In this education nourse, students study the experiences of track, Asian said people in the nation's public schools, and now those property.

education to improve their education active.

"Money Property, and Respectability in American Cultimon Intuition Comparative Illegature course, students examine now ultimer halfour course in American law defined material and social supposes and now their standards of success are influenced by melnativally defined culture. The reading list actives \$1ster. Carrie, by Theodore Creise Theory Luck Club, by Amy Ten; and Trylstole Man, by Raibb Billing.

The Forging of the United States: a Heavy of Expansion and Interest flor Among Diverse American Recoles, 1482-1903. The history course looks at now the current geographic boundaries of the history States were formed, from the package these of different groups. Race and General In the Hollywood Flint? Students fit his studies at package to Hollywood filing made has been attached among the clims they see are skurns Along the Mohard Birth California in Mark of Zoroz elant and Rio River.

A to the state of the state of



L Ling-chi Wang heads Berkeley's ethnic-studies department: "We are forming an American identity that is an outcome of different racial and cultural traditions."

and editor of the Berkelev Review, a conservative campus newspaper. "The message the university is the primary element in our lives."

porters have their own concerns. "What we have in some courses," Mr. Wang says, "is three groups being discussed separately with no fulfill Berkeley's requirement by attempt at comparison or integration of the experiences."

Other supporters worry more "You're inevitably going to have about logistical snags—such as Or he could take a music course

ity." says Marco Pulisci, a junior the requirement as freshmen to flooding future courses.

By and large, however, people sending is the elevation of race as here are more excited than anxious about American Cultures, When courses. Mr. Wang says wistfully: "I wish I was an undergraduate." If he were, he might choose to

taking a linguistics course examining such issues as American slung, bllingualism, and Black English. exploring the emergence of juzz and other styles of American music. There's even a physical-education seminar about the leisure netivities of different cultures in California from 1790 to 1930.

Students Begin to Stir

Or he could take Mr. Rogin's political-science course.

During a class session this semester, Mr. Rogin sits crosslegged on a table, talking with his class of about 20 students. They've been reading Sucred Revolt by Joel S. Martin. The book describes the Muskogee Indians' efforts to resist white penetration of their culture, culminating in a war in the early 1800's between the Muskogees and the federal government.

No sooner does Mr. Rogin describe the book as a sympathetic portrait of an "alien world" than the students begin to stir. One says she felt the author was glossing women were being oppressed" in Muskogee culture. A black student makes a similar complaint about the book's description of slaves owned by the Muskogees as being better off than slaves on plantations. Others in the class disagree. "Maybe I'm not a good female," says one student, "because

I didn't get totally offended." Directing a spirited exchange, Mr. Rogin explains that the author "wants to establish this as a heroic uprising," adding: "He wants to make the culture sympathetic. There's nothing wrong with criticizing his treatment of women and

an culture."

But he adds: "One of the exciting things about teaching is learning new things.'

His goal here is not to reduce racial tensions on the campus or to promote ethnic pride. "The main thing you want to do in teaching is get students outside of their perspective, to get people to think in

Afterward, Mr. Rogin says that prevent a glut of seniors from despite his 25 years of teaching, the course made him nervous at first. "I'm a total neaphyte in teaching Native-American cultures." he says, "I was anxious about wheth-Some of the requirement's sup- he looks at syllabi for some of the er I could get inside of and have interesting things to say about Indi-

> requirement seems like a drag, be cause it takes away from what you want to study. But I don't mind his one. It seems litting because u tries to be politically correct."

tively, she views it as a good thing considering the diversity of Berke ley's students. About one-third of



Michael Rogin, who teaches a political-science course One of the exciting things about teaching is learning new things

Personal & Professional

new ways about things they thin the people in this year's freshman class are white, a third are Asian, Across the campus, in a much 20 per cent Hispanic, and 8 per

less intimate lecture hall filled with cent black. a few hundred students, Leanne Jessica Garrison, a white fresh-Hinton, an associate professor of man, gives good reviews to the linguistics, is teaching her nes comparative-literature course American Cultures course, K she's taking this term to meet the requirement. It's a seminar called called "The American Languages." This particular after-"Sentimentality of Race, Class, and Origin in the Literature of the noon, she is discussing "social dis-American Cultures." Students lects." or language differences read works ranging from Uncle based on gender or ethnicity. Ms. Hinton says the course. Tom's Cabin and The Adventures of Huckleberry Finn to Amy Tan's which she is teaching for the sec-The Joy Luck Club and Toni Morrioud time this neademle year, feels into her research. For instance, the

son's Song of Solomon. "it's really hard to get bored in it," Ms. Garrison says. "You're learning about real things. You can look around and see it in the dorms or everywhere you look."

He is now revising it.

Mr. Wildavsky, who is also pres-

ident of the California Association

of Scholars, an affiliate of the Na-

tional Association of Scholars, vot-

ed against the requirement in 1989.

He still opposes it, but he says:

"Now that this is a required

course, it's up to me as a loyal citi-

zen to contribute a good one."

New Intellectual Territory

Kenneth Weisinger, a professor of comparative literature, teaches the course Ms. Garrison is taking. He says he seems to have more doubts about the requirement than bis students do. He supports it, but considers it confining. "Had I written the requirement. I'd allow for courses looking at Chinese or Mexican history-widening it to allow courses that explained where these groups here came from." he says. Still, he says the requirement has invigorated Berkeley's faculty.

"How taking a course on ethnicity in the Hollywood film or on the California

frontier is going to achieve this miraculous goal eiudes me."

giving professors an opportunity to delve into new intellectual territory. Mr. Weisinger, for example, is a scholar of Romanticism, specializing in German Ilterature.

"Right now, I teach this course and a course on Schiller, and by far the most exciting one is the American Cultures course," he says. "I enjoy working up new material."

120 Courses by 1995

Like most other faculty members who created classes for the requirement, Mr. Weisinger participated in a summer seminar on course development sponsored by the university's Center for the Teaching and Study of American Cultures. The center is another unusual facet of Berkeley's requirement. The university established it in the fall of 1989 after the faculty voted-227 to 194-to adopt the reni. The center's key task i to guide the development of more than 120 new and revised courses by 1995, says William S. Simmons a professor of anthropology who is director of the center.

Eventually Berkeley hopes to offer around 45 American Cultures courses each year. Center officials say roughly 1,700 freshmen and 1,600 other students have enrolled in one of the 27 classes offered this year. The mandate now applies only to Berkeley's 4,000 freshmen. but in 1993 it will go into effect for ransfer students too.

A nine-member curriculum commines created by the university's

Academic Senate is responsible for center's four-week seminars, held ter's director. "The intellectual reapproving classes for the require- twice so far-in June of 1990 and ment. Not every proposal gets the 1991. The first seminar brought in do are on the Berkeley Campus." go-ahead, Mr. Simmons says. A 37 faculty members as fellows and

course on "Political Cultures" that gave them each a \$6,000 stipend. is taught by Aaron Wildavsky, a Last summer 42 fellows participatprofessor of political science and ed, and 35 will do so this summer. nublic policy, was rejected for the In return for the stipends, which requirement because it draws too are now \$5,000, fellows must subheavily on non-American cultures. mit a proposal for an American

\$350,000 Grant

from Berkeley itself. In one session, Robert N. Bellah, a sociologist, and Ronald Takaki, a professor of ethnic studies, discussed how American identity is defined.

"The main thrust behind the Most of the American Cultures seminars is faculty helping faculcourses have evolved out of the ty," says Mr. Simmons, the cen-

sources for doing what we want to

The financial resources have mainly come from the campus, too. The administration is footing the hill for most of the stipends and for the center's operation. The center also has received a \$350,000 grant from the Pew Charitable Trusts.

Some at Berkeley still doubt the requirement's legitimacy. Among them are David Littlejohn, a pro-The seminars feature speakers fessor of journalism. The idea behind the requirement, he says, is supposedly to help students live in a multiracial society. "Exactly how taking one course on ethnicity in the Hollywood film or on the California frontier is going to achieve this miraculous goal cludes

However, he says, now that the requirement is in place, "faculty seem willing to let it play out."

Berkeley's effort is being watched closely by outsiders. "Whenever Berkeley pays much attention to undergraduate education, it's worth observing," says Jerry G. Gaff, director of a generaleducation project at the Association of American Colleges. "Certainly they're wrestling with multicultural education in a way that most colleges are not."

Mr. Takaki has supported the idea of a requirement since it was first discussed in the mid-1980's.

"We have an opportunity to do something original, bold, to make a statement," he says. "We have to prove that it can be done, and that's what's happening now."

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An effort by the Research Libraries Group to look beyond the nation's major research universities for new members is

The British Librury, one of the largest reference libraries in the world, announced last week that it had joined the RLG. J. Michael Smethurst, the library's director general of London Services, said it was time to develop new ties with major rescarch libraries and scholars in the United States.

"The great libraries of the world can't work any longer in isolation,"

The RLG said it would make London the European hub for RUNthe Research Libraries Information

The University of Alabama at Birmingham has created an electronic bulletin board for journalists and others looking for story ideas or comments from faculty members.

The bulletin board lets journalists bypass staff members in the Office of Media Relations to communicate directly with the office's computer. where they will find press releases, a directory of experts, and tip sheets.

The bulletin board is accessible 24 hours a day, 7 days a week, to anyone with a computer and modem. To use the free service, call

John Gever, a senior writer, says the media office has no plans to discontinue issuing printed materials.

A journal sold by subscription for the last 20 years is now also available free on Bitnet and Internet, two widely used electronic networks.

· Darrel A. Clowes, editor of Catalyst, which concentrates on continuing education offered by two-year colleges, says he decided to go electronic in the hone that more people would see the publication.

"This journal, because its audience is practitioners, is underrepresented in college libraries." he says. "It is in community-college libraries, but not all graduate students see it.

The electronic quarterly is being subsidized by Virginia Polytechnic Institute and State University, says Mr. Clowes, an associate professor of education at the university. "We can publish the electronic ersion without cost because the university is underwriting it. The university wants to encourage wider use of electronic publications," he snys.

Five days after he posted a notice on the network, 106 electronic subscriptions to the journal had atrived. Mr. Clowes says. The vast majority were from people at research universities.

For subscription information, contact Mr. Clowes at the College of Education, Virginia Polytechnic; Institute and State University. Blacksburg, Va. 24061; (703) 231-5269; SAVAGE(WYTYMI,

Information Technology



Vilma E. Załupski, provost of the Cleams campus of the St. Petersburg Junior College District: "The computer has pulled us all closer together."

Computer Link for Each Professor and Administrator Is the Goal of 2-Year-College System in Florida



Charles L. Roberts, St Petersburg's provost: People "are itchy for us to get farther along."

By BEVERLY T. WATKINS

PINEL LAS PARK, FL In September 1989, the St. Petershi Junior College District embarked on a \$ million project to computerize its sens

Within three years, according to plan, there would be a computer on t desk of every administrator and facility member. The computers would be at nected by an electronic network, so end one could communicate with everyo else. Instructors would have multimed nter facilities in their classrooms, well as their own technology centers developing instructional software. (or puters would be available to all students open laboratories.

So far, the Clearwater campus, one a cial center, and the district office be where the administrative headquarters located, have received their equipment and are linked on a network. The St. A. tersburg campus and the other cental which have some computers, expect thave all their equipment within a year.

Administrators and faculty men who are on the network now land the s tem for creating a sense of community have not experienced before.

The computer has brought com

cation," says Vilma E. Zalupski, Clearwater's provost. "It has become a vehicle for faculty to communicate with faculty. The problem in a teaching institution is that faculty members do not have much time to talk together and share ideas about what they are doing in the classroom. People go from office to class to office. The students do the same."

She says, "The computer has pulled us all closer together. There is more of a community feeling now."

'A Major Philosophical Decision'

The project, called Flamingo, resulted from a recommendation by a long-range planning committee in the late 1980's that the district incorporate technology throughout the system.

"We want to integrate the academic and administrative systems to make the operation of the college more efficient," says William H. Pritchard, Jr., who works closely with the project as director of instructional computing. "The administrators have a vision of eliminating paperwork as much as possible, and the academics have a vision of improving learning for stu-

The decision to undertake Project Elamingo generated heated discussions among district and campus officials and faculty members, says Ms. Zahipski, who has been involved since the beginning. "This was a major philosophical decision and a major commitment to technology." the says. "And it was a major, major expease for the college. The project was a step forward that needed to be taken, but it was in competition with many other proj-

However, once the project was explained, "no one argued with the concept and the goals," says Ms. Zalupski. "The deliberations were like those in a family, where half the members want to go skiing In Colorado and the other half want to buy

When the project was approved, three computer companies-Apple, Digital quipment Corporation, and Unisysformed a partnership to support the venture, contributing about \$3-million worth

One Site at a Time

Instead of giving each site some equipment at the start, district administrators elected to computerize one site at a time, taking what one calls an "all for some and none for others" approach.

If the equipment had been divided among the sites, Mr. Pritchard explains, the people who received it would have been able to do much all by themselves. So that everyone could see the big picture, he says, "we were seeking a critical mass."

"Dilution across the sites would weaken that goal," he adds. "If we spread the equipment around, we would have an infrastructure and nothing else."

Administrators opted to start the project at Clearwater. St. Petersburg and the other siles would be converted one after the other until the project was completed in June

A committee of typical users—people with little or no experience with technolchose the computers for the project, aya John D. Busby, associate vice-president for technology and the project's direc-

tor. "We had certain criteria," he says. "The computer had to be easy to use, easily networkable, and convenient for videodisk and CD-ROM technology."

The committee members selected Apple Macintosh machines.

Today, all administrators and full-time faculty and staff members at Clearwater have Macs on their desks. The machines are connected by network to each other and to computers in the district office nine miles away. "Literally, I can go to my machine and communicate with any faculty member here and anyone at the district," Ms. Zalupski says.

The district provides computer training for everyone who receives a machine, "Initially, everyone gets 24 hours of training over two weeks," says Mr. Pritchard. Users learn how to do word processing, use a spreadsheet, send electronic mail, develop programs with "HyperCard," and communicate on the network.

Four classrooms at Clearwater contain multimedia equipment built into a podium called a "teaching bunker," which is also connected to the network. Each of the bunkers, which are designed and constructed in the district's cubinet shop, contains a powerful Macintosh, two monitors, videodisk and CD-ROM players, a videocussette recorder, and a projector.

The bunkers climinate the need for a cart to transport equipment between classrooms, "When faculty know the technol-

"The administrators have a vision of eliminating paperwork as much as possible, and the academics have a vision of improving

learning for students."

ogy is a permanent part of the classroom. they are more likely to use it," says Mr. Busby, who is leaving this month to become associate vice-chancellor for information technology at Houston Community College.

Clearwater has five technology centers with sophisticated equipment for faculty members who want to develop instructional software. The centers contain computers and multimedia equipment similar to those in the teaching bunkers, as well as sound equipment, a scanner, and a printer.

The centers, which are also connected to the network, give part-time and adjunct instructors, who do not have computers, an opportunity to develop instructional software, Mr. Pritchard expla informal development goes on because we have these faculty-development centers," he says. "A lot of it I don't know about until something doesn't work and someone. says, 'Call Willie.' "

Four buildings at Clearwater have student laboratories with an average of 20. computers each and a range of other equip-

"About 90 per cent of our people use the computer daily." Ms. Zalupski estimates. Secretaries, clerks, and administrators use it all day every day. Faculty members are at various stages of development and expertise.

There are a few people here who do not. Continued on Page A21 Gulf of Mexico Old Tampa

Wide Range of Equipment to Be Part of St. Petersburg's \$9-Million Project

When the St. Petersburg Junior Colege District completes its \$9-million multicampus computer project, a 37mile fiber-optic network will connect its Tarpon Springs Center in north Pinelins County with its Allstate Center in the south, In between, the network will link Clearwater, the district's administrative office, Health Education Center. and the campus at St. Petersburg.

Today, the college's computer system includes two Unisys mainframes. located at Alistate, that function as an administrative hub. Three Digital VAX minicomputers serve Alistate, Clearwater, and the district office. They allow administrators and faculty members us- : ing desktop machines to send and re-

PINELLAS PARK, FLA. ceive electronic mail and files and to print materials. In addition, the vaxes serve as "gateways" between the networks on the sites and the systemwide network.

Still to come are VAX minicomputers for Tarpon Springs, the Health Education Center, and St. Petersburg and a larger vax for administrative use at Allstate. The Carillon Center and a small aviation program located nearby will be linked to the systemwide network by modem.

To date, half the 1,400 Apple Macintosh machines contemplated in the original plan have been installed throughout the system. About 450 of those are connected by networks.

-BEVERLY T. WATKINS



tivities' money, which we don't

normally use for instruction, to en-

Mr. Roberts concedes that "fac-

amount of money it spent on the

first computers, the district will be

able to buy much more powerful

large the computer lab."

Professors 'Are Itchy'

NEW COMPUTER SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

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lology, "Basic Biology Series," for Apple Macintosh, Includes 52 tutorials and simulations of 45 minutes each on major topics in a two-semester intro-ductory biology course; topics include cell biology, ecology, evolution, genetics, metabolism, organismic biology, and physiology; \$20 each; \$1,000 for all 52; quantity discounts available. Contact: OmegaWare, P.O. Box 8024, Fort Collins, Colo. 80526; (303) 491

Computer science. "L-System." for Apple Macintosh. Introduces students to the workings of Lindenmayer sys tems by helping them visualize the systems' effects, generate fractal trees and understand the basics of fractal ge ometry and computer graphics; \$45; quantity discounts available. Contact: intellimation, Department GAPG, P.O.

Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100. fortlaulture. "Landscape Plant Manager," for 18M PC and compatibles. Requires "Windows." Helps students select plants for landscapes based on design criteria; lets students organize and maintain plant information in a data base; \$25 for members; \$75 for others. Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis. 53706; (800) 543-3201 or (608) 262-8167.

tios. "Mathematica, Version 2.0," for 1841 PC and compatibles. Requires "Windows." Lets users do numeric, symbolic, and graphical computation; contains an interactive note book, which lets users combine text, graphics, animations, and sound; includes a programming language; \$995. Contact: Wolfram Research Inc., 100 Trade Center Drive, Champaign, Ill. 61820-7237; (800) 441-6284 or (217)

/eterinary medicine. "Dairy Cattle: Use-of-Records," for IBM rc and compatibles. Provides strategies for analyzing records of pre-breeding and post-breeding estrus detection for im-proving dairy herds; includes information on milk progesterone tests as reproductive measures; lets students act as dairy consultants and evaluate rec-Contact: Wisc-Ware, Academic Computing Center, University of Wisconsin, 1210 West Dayton Street, Madison, Wis, 53706; (800) 543-3201 or

OPTICAL DISKS

Medicine, "Transposition of the Great Arteries," for videodisk players used with IBM PC and compatibles. Requires Lets medical stu dents view the Jatene operation—an arterial switch—in its entirety or in segments; \$650 for members; \$1,300 for others. Contact: Health Sciences Consortium, 201 Silver Cedar Court, Chapel Hill, N.C. 27514; (919) 942-

Utilities. "Microsoft Works for Win dows, Multimedia Edition," for CD-42 animated lessons on how to use the program's tools—word processor, sprendsheet, data base, charting, and drawing; reference section includes an Index, explanations of tasks, and stepby-step instructions on using the program; \$99; quantity discounts and site licenses available. Contact: Microsoft Corporation, One Microsoft Way, Redmond, Wash, 98052-6399; (206) 882-8080. ;

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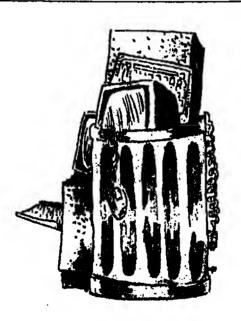
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College's Goal Is a Computer Link for Every Professor and Administrator

Continued From Page A19 They say, 'At this point in my career, I don't want to do that.' We don't push them, but a comple have

Information Technology

already come around." New computer users throughout the district complain that there are not enough technically skilled stuff members to keep the equipment functioning properly and to help them solve problems. Right now, Mr. Pritchard is the district's only full-time technical trouble shooter. Ultimately, "the college will have to pul money into support people," says Joseph C. Gauld, Clearwater's program director for natural sciences. "We have faculty

members who, if it takes more than three minutes to fire up the equipment, won't do it. Computing has to be as easy as the overhead pro-

The college must also provide help when equipment brenks, says Mr. Gould. "Most faculty don't like to play with the wiring."

Today, the St. Petersburg district's technology revolution is on hold, a victim of budget cuts by the Florida Legislature, In October 1990, just a year after Project Flamingo began, the district was notified that its budget would be cut by \$1.5-million. The district lost an additional \$1.2-million last year. Administrators say the Legislature has already told the district that it can expect additional cuts of \$1million to \$2-million in July.

'Haves and Have-Nots'

Because the Clearwater campus has computers now and the St. Petersburg campus does not, some administrators are concerned that the system is split into "computer haves and have-nuts," as one puts

"We've had to make cuts in a lot of areas, but none shows up like

"We've had to make cuts in a lot of areas, but none shows up like this one.

The faculty and staff were drooling in anticipation of computers."

this one," says W. Robert Sullins, vice-president for education and student services, who joined the system because he was excited about participating in the computer project. "The faculty and staff were drooling in and

Mr. Sullins speculates that it will be at least a year before funds are again available for the venture. One major impact of the project has been the excitement," he says. "I worry that we will not get back

Mr. Busby says he is concerned about how the delay will affect opportunities for students at the two general-education campuses. He speculates that faculty members at Clearwater will use more and more chnology in their classrooms, leaving their colleagues and students at St. Petersburg behind. the district's view has always

been that all students can go to all burg's provost, says his campus financial sources. "Last year, know how to use the computer. campuses and get the same educa- understands the district's financial when students complained about tion," he says. "If we delay much difficulties and is making the best not having enough computers longer, we will get a gap between of a frustrating situation. The cam-available in the open labs," Mr. Clearwater would be first on the software, he says, and scattered

"St. Pete was not resentful that network when they thought they groups are finding ways to use would be on themselves within months," says Mr. Sullins, "Now they are resential."

'The Right Decision'

the campuses."

He says that converting the sites one by one "was the right decision at the time, but we might have done it differently if we had known what was coming up.

Charles L. Roberts, St. Peters-

pus does have a technology center Roberts says, "we used student acso faculty members can develop technology in teaching.

Some instructors have taken one or more of the four graduate courses-instructional uses of the ulty members are itchy for us to get Macintosh, programming with farther along." However, he says, "HyperTalk," instructional dethey may come out ahead in the sign, and interactive media-that end because the technology the district has developed with the changes so fast. For the same University of South Florida, which

is nearby. The campus is also tapping fresh

machines in another year. "Faculty will be pleased with the technology here when it goes in," he says.

District administrators hope to set up a temporary network this month between Clearwater and the district office, using telephone lines and modems. In the meantime, says Mr. Roberts, "we're out of the loop."

With prospects for early state support dim, the district is turning to private sources in search of money for more equipment. By April 1, the St. Petersburg Junior College Development Foundation. the district's fund-raising arm. should have a new full-time development officer on board, says Carl M. Kuttler, Jr., the system's president. Project Flamingo will have top priority, he says.



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TRACE TO STATE OF THE STATE OF

The value of expertise.

A researcher at the University of California at Santa Cruz is trying to teach a computer to play chess like a human.

At present, computers that are programmed to play chess sift through millions of moves and choose one. Humans rely on past experience and intuition.

Robert Levinson, an assistant professor of computer and information sciences, is designing a program called "Morph" that would learn chess as a person would, given a list of possible moves and a partner, "Morph" is playing with "GnuChess," a computer program about as skilled as the average tournament player.

Good chess players do not process huge numbers of moves in their minds, says Mr. Levinson. They consider patterns of relationships among the pieces and squares on the chess board. Mr. Levinson wants "Morph" to do the same.

"Morph" is programmed to look back through its moves at the end of a game and assign a value between 0 (a sure loser) and I (a sure winner) to each pattern that appears. The patterns reveal opportunities for offensive and defensive moves. "Morph," which also studies the layout of its opponent's pieces, decides which patterns to save and which to discard.

So far, "Morph" has played tens of thousands of games and lost most of them. However, says Mr. Levinson, some of its moves are "creative for a computer."

The three-year project is supported by a \$298,000 grant from the National Science Foundation.

For more information, contact Robert Levinson, University of California, Santa Cruz, Cal. 95064; (408) 459-2087.

-BEVERLY T. WATKINS

As part of a special project, a professor at St. Norbert College is helping disabled people express themselves through art forms created with assistance from technology.

Charles R. Peterson, a professor of art and education, says that Arts Access Through Assistive Computer Technology, a project he helped create, adapts software, keyboard overlays, and special interfaces so the disabled can paint, write, or compose music.

"This is all off-the-shelf stuff," says Mr. Peterson, explaining that the project looks for equipment that is relatively inexpensive, easy to use, and often already available in special-education classrooms. The equipment is then modified to meet special needs.

For instance, Mr. Peterson says, a student with little physical control over his body can control many computer programs by sucking in or blowing out small puffs of air through a straw-like device.

The project, which is supported by the National Endowment for the Arts and the International Business Machines Corporation; has al-

■ Professor tries to teach computer to play chess like a human

■ Technology helps the disabled express themselves artistically

lowed people who have been large- tions in Texas and Oklahoma is ly cut off from society to communiusing a customized computer cate. Mr. Peterson says. system to track the academic For more information, contact progress of students.

When students enter college, bu-Charles R. Peterson, Young Artists Workshops, St. Norbert Colsic information about them is put lege, De Pere, Wis. 54115; (414) into the system, called the Longitu--DAVID L. WILSON 337-3076. dinal Student Tracking and Reporting System, or LONESTAR.

The data base includes age, sex, To evaluate academic and remarital status, previous education. medial programs, a consortium education of parents, demographic data, and more. The files, which 79178; (806) 371-5113. -- 8.1. w. of 35 higher-education institu-

are undated as students complete Briefly Noted courses, remain in the data base for six years.

The academic-tracking system lets consortium members conduct research on their own students and programs and make comparisons with other institutions, says Stanley I. Adelman, director of institutional research and data-base coordinator at Amarillo College, which helped to organize the consor-

"Each member of the consortium maintains the same data-base structure, but each college maintains its own file locally," he

For more information, contact Stanley I. Adelman, Amarillo College, P.O. Box 447, Amarillo, Tex.

The Georgetown University Center for Teaching and Technol. ogy has created a new electronic file, the Interpersonal Computing and Technology List or IPCT-L. which is accessible on Bitnet, For more information, contact Zane L. Berge, assistant director, Academic Computer Center, Georgetown University, 238 Reiss Science Building, Washington 20057; (202) 687-6096; BERGEGGUVAX.

"The Best of CAUSE/EF-FECT." a collection of articles on information technology on the campuses between 1978 and 1991. is available from CAUSE, 4840 Pearl East Circle, Suite 302E, Boulder, Colo. 80301; (303) 499-4430; INFO-(IPCAUSE.COLORADO.EDU. It costs \$8 for members and \$16 for others,

A Conversation.

◀ Kathy Frawley, Registrar, Assumption College

"Basically, we started with very few constraints, which was good because we could look at the best system for our needs. We wanted software sophisticated enough for our experienced users, yet easy enough to learn for our first-time users."

Susan Petrosino, Student Product Manager, Quodata

The experience that we have had in implementing over 100 systems gives our clients a comfort zone. They know we understand their problems and concerns."

"Most important, we needed a system that is very flexible. We wanted to be sure that policy decisions wouldn't be driven by what the computer could or couldn't do."

> "While the overall Registrar's function may be similar in most colleges, individual institutions have different requirements and needs. That's why we created such flexible systems, so clients can tailor the software to fit their unique needs.

"Of course we wanted the system to provide many other features, such as degree audit and academic advising. The ability to generate fast, accurate reports, such as IPEDS, or just ad hoc data for staff use, was a key element."

> "Our Student Degree Audit module is a good example. It's very flexible. The Registrar can track complete transfer credit information and monitor students' academic progress toward completion of their

"Good service is essential. When problems and questions arise, we need a company that gives us quick, accurate answers."

"Tve sat on the other side of the desk. I was a Registrar for 11 years, so I'm very sympathetic and understand the need to know that someone will be there when you need help. Not in three days, but now."

"We bought the Quodata system."

Assumption College, Worcester, Massachusetts, has been a user of Quoda software and Digital computers since 1989. We invite you to call Quodata's President, Myron E. Congdon, to discuss your particular needs.



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Section 2

By Leonard Garment

we did.

arts policy and established a

Federal Advisory Council on

the Arts to pursue such a poli-

ey. In 1965 President Johnson

linished what his predecessor

had started by creating the na-

tional arts endowment that we

know today. Its funding, at the

When the Nixon Adminis-

tration took office in 1969, I

became the White House uide

shined great artistic pe

In the spring of 1969 I turned for help

in this project to Michael Straight, Nan-

cy Hanks, and Charles MacWhorter, a

friend of Nixon and a devoted worker

for the arts and artists. The Administration

got things started by proposing to double

the arts budget. Nancy became chairwom-

an of the endowment and spearheaded the

effort with Congress, explaining how more

money would support more arts institu-

tions and artists across the country-i.e.,

in every Congressman's district. She was

a huge success, and the en-

dowment's annual budget had

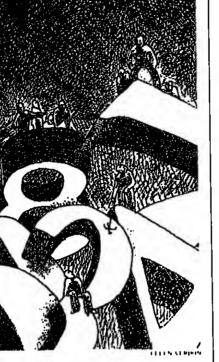
grown expunentially, from \$8-

million to \$140-million, by the

beginning, was insignificant.

March 11, 1992

OPINION



Opinion: Myths about teaching mathematics B3



End Paper: The camera as weapon B60

> Poetry **B2**

Letters to the Editor **B4-7**

Bulletin Board B8-59



Financing Private Art With Public Money: Troubled Truce Ends

in charge of arts. I was visited time she finished her second term in 1976. by visions of a vastly expanded endow-Meanwhile, Mr. Straight, a novelist and ment, and President Nixon was agreeable serious art collector, became deputy chairto the idea. Under attack from liberals over man of the endowment. He served as qual-Vietnam, he saw benefit in making some ity-control officer and worried about the conciliatory gestures toward them. As a damage this idea of art-as-politics student of history, he knew something of might ultimately do to the artistic quality the connection between great cultures that the endowment was supposed to and powerful political regimes. And he was, hard as it may be for his enemies to Sometimes we had to deal with conimagine, a closet aesthete who wor-

troversies created by the burgeoning federal arts establishment—although by contrast with today's blowups, ours were chaste and tame. There was, if you can now imagine it, a three-week Congressional dust-up over the use of the word "builshit" in a federally funded Living Stage improvisation for schoolchildren in Baltimore.

On another occasion the American Film Institute proposed to run State of Slege, a Costa Gavras film about the killing of a hostage by leftist terrorists. It seemed to

me crazy or worse, in those days of active terrorism, to run a film extolling terrorist murder in a federally funded facility. I calmly told my friend George Stevens, the institute's director, that I intended to withdraw-noisily-the President's name as sponsor of the benefit première at which the film was to he shown. Mr. Stevens just as calmly canceled the film. He had decided, he announced, that running a film at the Kennedy Center praising assassins was not appropriate. The artistic heavens did not fall.

We had scores of small conflagrations that were contained or smothered by Nancy and Michael's eternal vigilance. The political right was kept at bay, and leaders of the arts community stayed silent at minor intrusions. They followed an unarticulated consensus: Spare the words and save the child.

I left Washington after Watergate. Under President Carter. I saw the endowment become politicized, absorbing lock, stock, and cyanide the contaminating idea of a "popullst" art culture. Historically validated artistic excellence increasingly had to elbow its way through crowds of mediocrity. And what had once been art sideshows-experimental and provocative forms, political arts, new and exotic grant categories to cater to an alienated part of the arts

world-gradually edged into the main arena. They were pushed there by the changing political culture and attracted foreseeable trouble from critics on the right.

NOW THINK, though, that the seeds of destruction were sown at the beginning, as Nancy Hanks, in her passion for growth, enlarged the arts constituency by doing what politicians do best: doling out money with less and less discrimination in order to get more and more mone But Nancy had a genius for creating coalitions and rolling with contradictions.

In 1980 President Reagan came to town and promptly, though unsuccessfully, tried to eliminate the endowment. It survived subsequent assaults partly because of the chairmanship of Frank Hodsoll, a man of great political skill. But the endowment was by now beset on the left by militant feminism, homosexuality, political rage, and undifferentiated provocation for

the sheer hell of it. The visual arts, in particular, had gone off the rails, setting up one easy Continued on Following Page







Backing Private Art With Public Money: Troubled Truce Ends

Continued From Preceding Page target after another. On the right, the endowment was under attack from conservative-movement politics, fundamentalist fury, and Sen. Jesse Helms. Looming over the resulting clashes was a media machine avid for the sort of titillating material that usually lay at the heart of these dis-

Consensual arrangements and quiet fictions that had once enabled political and artistic adversaries to maintain a troubled truce started to collapse, revealing the paradox at the heart of federal support for the arts: the idea that the whole country should pay for highly particular and private

'N 1989, carly in President Bush's Administration, John Frohnmayer invit-Led me to lunch to talk about his new job. The controversy over the endowment's support of the Robert Mapplethorpe photographs, a headache Mr. Prohnmayer had inherited, was already in the news. I found myself suggesting to him

"After the funding crisis passed, behavior at the top of the endowment did not change enough to make a difference."

some survival rules that would never have occurred to me in the old days. First, he should realize that the endowment's enemies would try strenuously to have his performance judged by the nature of his mistakes. Second, in his battle against these enemies, the artists would not be loyal allies. In fact, they too would be his adversaries and had to be treated as such. Third. his real constituency was not the artists but the President, Congress, and the public. He could benefit the arts only by succeeding, and success would be impossible if he thought of himself as an advocate for art-

He was politely appreciative, but went his own way, from one head-banging to another at the hands of artists and moralists. A few controversial grants-supporting a virulently political AIDS work featuring public figures such as Cardinal John J. O'Connor, Andres Serrano's "Piss Christ" with its crucifix submerged in urine, theater involving symbolic excrement spread over the performer's body, and the like-came to symbolize the descent into artistic and moral disorder of the once-disciplined federal effort to support

.The arts community's heated defense of these grants infuriated not only the endowment's conservative opponents but a large number of previously neutral bystanders. The controversy paralyzed Congressional proceedings to reauthorize the endowment in 1990, and Senator Helms introduced a proposal to codify standards of decency for endowment grants. Artists replied that their First Amendment rights were being

trampled. Out of the noise came-what else?-a Congressionally created bipartisan commission. I was named co-chairman along with John Brademas, president of New

York University and an original drafter of the 1965 endowment legislation while he was in Congress. The 10 other commissioners were a politically heterogeneous and fiercely opinionated group of art aftcionados. But we agreed, amazingly, on a unanimous report. It recommended that the endowment be reauthorized and that there be no specific content restrictionsbut that the endowment's grant procedures be drastically revised to curb conflicts of interest among panels of artists and to restrain the funding of self-destructive artistic craziness.

Yet after the funding crisis passed, behavior at the top of the endowment did not change enough to make a difference. Last fall, when the endowment's advisory council recommended that some of the same avant-garde performance artists who had conspicuously angered endowment critics be given grants for more projects, Mr. Frohnmayer would not overrule the council. He explained to me that he should overrule his council only if a recommendation met a quasi-judicial standard of clear and convincing error. The next day an endowment staffer privately read me a string of phone messages from Congressional aides calling on behalf of the endowment's most durable supporters in Congress. They all asked more or less the same thing: "Has he lost his mind?" Can the President, Congress, and the

arts community finally cut through all this baloney and febrile foolishness and redeem the original idea of the arts endowment? I am coming to doubt it. This country, it is now clear, simply does not have the traditions of deference to artistic elites and central-government authority to make the job easy or natural. If the endowment is to survive, we will have to start making legislative distinctions between the preservation and dissemination of time-tested art treasures-from Michelangelo and Mozart to Bechet and Ellington-which can and should be given public support, and contemporary art still in the aesthetic laboratory, which will have to be supported by private foundations and patrons. If private aesthetic tastes run to fecal symbolism, public urination, and the politics of contempt, so be it, but not with public

oreover, art-faculty members need to make it clear to their stu-VA dents that there is no such thing as government support without restriction on the work they do. This, after all, has always been the case in other disciplinesfor example, in the sciences, where grants are given for specific projects. Art educators must also provide the students with a sound intellectual framework so they can understand the social implications, as well as the artistic ones, of their work. And if some arts leaders-including those in university art departments and museumscontinue to show disdain for the hard, disciplined, compromise-filled work of sustaining a political consensus for the arts, and continue to act as if shouting "Firs Amendment!" at every opponent were a persuasive or powerful argument, the federal arts experiment will fade and fall. It will be a sad ending after a happy start, and a loss to the country, but this prospect is as certain as the implacable anger that follows sustained insult.

Leonard Garment, a lawyer, was Presidential counselor to President Nixon and co-chairman of the 1990 Congressional bipartisan Independent Commission on the Arts. This article is adapted from one that. appeared in the February 25 issue of The Washington Post.

The Cold War

On Fridays, after dinner, we knelt on the shag carpet in the living room and followed the calm, deep modulations of the voice rising and falling

off the yawn and warp of the phonograph, where the record of The Living Rosary spun in its mechanical eternity. The beads hung in our hands like loops

of barbed wire and the plastic crucifixes swayed in the air like a jailer's keys. My sisters in muumuus, hair bristling with pink rollers, lip-synched the dirge

of Our Fathers, Hail Marys and Glory Be's, while I in my do-gooder's pose kept pace with the Sorrowful Mysteries. Eyes closed, heads bowed, my parents didn't move,

until the tone arm swept free of the labyrinth of vinyl bands and the needle skittered across the album label. Then my father rose, in a reverse genuflection, and carefully removed

the tone arm from its cradie. You could hear the static in the single speaker withdraw into the basilicas of vacuum tubes and see the little town of orange lights

diminish inside the amplifier's housing as if the tiny soul in everything had dimmed, had become as dark and murky as the smoky flicker of the sanctuary lamp in church,

that red and fragile heart beating beside the altar like a bird trapped in glass, a swirling breath of gas that was God's soul . . . And so we prayed not for ourselves but for those

trapped behind the Iron Curtain, a walled-off place that lay, I thought, beyond our darkened kitchen, way beyond, where the Cold War raged, invisibly, and where our prayers if heard

arrived muffled, muted, drowned by the dunning voice of The Living Rosary, as difficult to hear as our telephone which Mother wrapped in towels to dampen and stifle its worldly ring.

> MICHAEL COLLIER Associate Professor of English and Director of the Creative Writing Program University of Maryland at College Park



Myths That Undermine the Teaching of Mathematics

By William C. Ramaley

with report "Moving Beyond Myths. Revitalizing Undergraduate Mathematics," released last year by the National Research Council's Board on Mathematical Sciences, the authors address myths about who needs mathematics, who can do mathematics, and what mathematics is. Although the report raises many important points, it does not discuss several other myths that are undermining the teaching of mathematics in colleges and universities. In fact, it even "promotes" several myths that undermine not only math education but also math educa-

Following are some myths and facts that the National Research Council did not consider in its report:

MYTH. A math program that is successful at one college may be implemented at other colleges quickly and easily.

FACT. Outstanding mathematics programs are difficult to export; in fact, little is known about the effectiveness of such programs when adopted by other institutions. le we rarely know why a particular program is successful, we do know that faculty members play a critical role. Unfortunately, however, they cannot be cloned. One of the most successful professors of topology was R.I.. Moore of the University of Texas. His non-lecture leaching technique, which came to be called the "Moore method," bore rich fruit when he used it. But his students had less success when they used his teaching strategy, and their students finally returned to a more traditional approach. This is not an umusual evolution. The "Socratic method" was not as effective for Sucrates's students as it was for him.

Although a great deal can be done to

help educators at different colleges improve their programs, such as holding workshops on the new technology of graphing calculators and on effective ways of involving students in discussions, we cannot simply erase existing programs and guarantee that improvement will come about by transplanting a program from one college to another.

My 111. Textbooks are written in ways that hinder learning. They are dull and ponderously pedantic rather than "lean

FACT. Textbooks evolve from the changing needs of disciplines, shifting pri-

ficulties in learning or teaching mathematles than it is to accept responsibility themselves. In addition, textbooks really are a part of the problem insofar as they have become too long. One reason for their unwieldiness has been the insistence of textbook-selection committees that almost every possible theorem and application be

MYTH. Faculty members begin their teaching careers believing that mathematics is hard to learn and can only be learned by certain people.

FACT. Almost all graduate students and beginning faculty members are amazed at

"If we fail to convince the public that a crisis exists, math educators will remain underpaid and inadequately prepared to cope with the needs of our students."

orities on what students should learn, and judgments about the effectiveness of previous texts in presenting material. In other words, textbook writers do not write in a vacuum. Anyone who compares texts of 50 years ago with those of today is immediately struck by the informal, even conversational, style of current writing and the authors' earnest attempts to engage readers by presenting real-world ap-

Faculty members responsible for selecting textbooks really do want students to succeed. So do textbook writers and publishers, who are continually attempting to create better texts, because they know that most faculty members structure their courses around these books. However, it is easier for both students and faculty members to blame a textbook for their difhow difficult mathematics is for other people to learn. Having had an easy time of it themselves, they assume that others will learn math just as easily. Terms such as "it's obvious" and "clearly" abound in classes taught by beginning teachers. That some people cannot learn mathematics is more a perception among "lay" people than it is of faculty members on their first day of class.

MYTH. Faculty members are not as interested in teaching as they are in their own research, so they don't worry about finding new methods of instruction.

FACT. Most mathematics teachers begin their careers wanting to share their love of mathematics with students and to help them learn its utility and appreciate its beauty. This is even true of a surprising number of graduate teaching assistants, although they must devote most of their time to their own studies and research.

As with textbooks, methods of instruction have evolved through interaction with students in the classroom over time. Little evidence has been presented that shows that different methods are more successful than those faculty members currently use in their courses with typical students. Further, in many-maybe even in most-lecture classes, instructors begin each session by taking questions from students and often try to elicit students' participation during class.

Smaller classes would allow for more interaction between professors and students, but neither the federal government nor the states are likely to provide the increased support that would be needed to reduce class sizes, create labs, and restore the low ratios of students to faculty members that existed in the 1950's. Therefore, teachers probably will continue using the lecture format while seizing whatever opportunities present themselves for innovation, such as overhead displays of computer-generated images and videodisks that can be demonstrated in a classroom.

MYTH. American society believes that mathematics is important and that teaching math is a career worthy of respect.

FACT. In 1967, the average baseball player's salary was four times that of a starting college professor of mathematics. In 1991, ballplayers made 30 times as much. The gap between the salaries of stockbrokers and professors is comparably large. Students need not think long or deeply to understand how society rewards a commitment to mathematics education.

Even within academe, the salaries paid to math professors at four-year colleges Continued on Following Page



ald Graff's account of how he political and economic treatment of tive dress and habital would have asteaches Joseph Conrad's Heart of Durkness ("What Has Literary The- off the tongues of literature profes- ans, just as the colonizing Europeans ory Wrought?" Point of View, Feb- sors, but how can they possibly claim must have seemed frightening and biruary 12). It sent me in search of the yellowing copy I once read in freshman English. Could we have so mis-find this factual claim hard to docu-fully and objectively with such diconstrued the story, been so insensitive to its racist underpinnings? On re-reading I found It dense, wordy, cant? troubling, sometimes funny, utterly absorbing. But racist? How absurd.

The fatal error that launched Graff's odyssey into this backwater of political correctness was to take seriously the writings of Chinua Achebe, who appears (at least in Graff's excerpts) not to even try to understand the novel. Achebe would have it that Conrad's Africans are mere "props for the breakup of one petty European mind."

But in fact the horrendous suffering of Conrad's Africans, abused and exploited by the European ivory traders, permeates this harrowing tale and haunts Marlowe, the story teller. Attentive readers will ache for the Africans' misery and despair. Conrad's Europeans are foolish bureaucrats, vicious money-grubbers. and madmen. Yet Achebe asserts that the novel "celebrates" the "dehumanization" of Africa and the Africans. Assuming that we're all talking about the same book, I wonder why Graff bothers with a writer so blinded by his own prejudices and political agenda. Even the critics on Graff's syllabus who concede "that [Achebel is right about Conrad's racism and colonialism" argue that "he overlooks the powerful critique of

Graff tells us that Conrad's novel

I ought to be grateful for Ger- Africa and in Justifying the West's surely the sight of them in their mablack Africa." Clichés like this roll tonished and unnerved most Europesuch omniscience? Even specialist zarre to the Africans. To deny black historians and social scientists would students the chance to deal thoughtment. Can Graff really believe such a verse perspectives would indeed be foolish piece of politically correct racist. BARBARA RHOADES ELLIS

The losers have to be Graff's stu-



dents. He assigns only two novels: Conrad's (which is about 85 pages) himself in deepest darkness, he have lead more common sense than and Achebe's (let us hope he is a bet- taught Heart of Darkness-straight. Professor Graff, remaining content ter novelist than critic). The rest of Then Chinua Achebe tore the scales to sit on his decidedly less-theoretithe syllabus is criticism, much of it from bls eyes. He had been in the grip call wooden chair. nolitical. The exhibitanting process of of a bad theory. Now he has got a May one suggest that Professor the solitary reader coming to terms good theory. Now literature is cen- Graff follow Eddington's admirable with a great piece of fiction seems a trai no longer; politics and sociology side issue in Graff's class. But per- and psychology are. haps he values criticism more than

Graff expects to be offended by the by a newer one. He discovered, he which he was: literature? story's images of Africans: Why as- wrote, that the one chair in his study sume that black students lack the em- was really two-one, the old-fushpathy and imaginative capacity to unioned, solid, wooden one upon which derstand Marlowe's unease and iso- he had sat for so many years, and the

TO THE EDITOR:

For more than a quarter century now, an astonishing number of professors of literature have seemed bored with their subject. They appear to have preferred to expound. instead, politics, sociology, anthropology, psychology and, alas, in their latest phase, even philosophy, on each of which they are all too often badly informed.

Gerald Graff is merely a more visible example of this regrettable ten- ence composed of atoms rapidly vidency. So far as I am aware he has brating in mostly empty space. degrees in none of these subjects but. Though he purported to be puzzled English literature. He tells us that us to which of them was the real theory drove him to it. For years, wooden chair, Eddington appears to

The cosmologist Sir Arthur Faldington also found himself in the grip As for the black students whom of an old-fashioned theory dispelled was not trained in favor of the one for "has played an active role in con- lation? Africans were a rarity in other, the new chair of physical sci-

To tue Rouon:

Gerald Graff's essay is a dainly iflustration of what has gone wrong in the universities. The most glaring item is simply his belief that classroom discussions should be dominated by political concerns. That is as aberrant as claiming that they should

example, sit on his less "theoretical"

chair, and give up altogether both his

very odd use of the word "theory"

and the many subjects for which he

BARRY R. GRUSS

The other glaring item is his pedagogical method of giving a contempo-

tional ways have failed to stress the political crosscurrents, some to be detriment of Western white colonial isin and some to the detriment of Af-

"He's looking for an appropriate exclamation

like 'Eureka'!'

There never has been a time when

structively critical and creative.

es us that to adopt the professor's views is the best means to succeed. (Actually, law students do challenge professors' views but rurely in class: we hold our critical discussions among ourselves.)

between students and professors in law school reflects the relationship between attorneys and judges: The

Law students' reluctance to challenge professors

OPINION

admirable Critical Heritage series

Although Graff implicitly acknowl-

would like to suggest that today's

self-flattering obsession with "Oth-

ers" plays a large role in contempo-

pary academic satisfaction with our

own virtuous open-mindedness. . . .

If today's academic ideologies main-

jain that no position is privileged to

not unreasonable claim), then not

even the position of the Other can be

legitimately looked upon us privi-

keed because, in undisputable fact,

Ererybody is an Other. Even Graft

and me. And if no position is privi-

leged, then no Other is any more im-

portant or omniscient than unyone

Graff's new method of teaching is

really old-and though it is certainly

a good method-no method exists

that will ever enable us to outwit the

moral limitations imposed upon our

actions in the world by mortality.

One of the greatest hubrises of to-

day's academic left is to think it can

HAROLD FROMM

edges what I am about to say, I

conveyed the same lesson. . . .

OPINION

BAYS,

RESEARCH LAB

Your "Note Book" entry (Junuary 29) concerning law students' unwillingness to challenge professors' views in classes, exams, or papers reflects not so much on the law stildents as on the law schools them-

selves and legal processes in general. I have a doctorate in psychology and am currently enrolled in law school. I have been struck by the differences in my experiences of classroom atmosphere. Guidunte education in the social sciences encourages students to challenge professors' views. There is an assumption that professors may learn from students. Students win points by being con-

In contrast, legal education teach-

It seems to me that the relationship

established way to win a case is to In the meantime, we hope investigaprecedent, law is the only game in which you win points by finding that someone else has had your idea first.

For law students to meet expectations and be assertive in class, perhaps something even greater than the dynamics of the law-school classroom must be changed.

ROGER J. R. LEVISQUE Columbia University School of Law New York City

The contention at Lees College То тик Епток:

The Lees College chapter of the American Association of University Professors, speaking for a majority of Trustee Board Chairman J. Phil Smith in your January 22 "In Box"

article on the college. With 130 persons driven off or fired since William B. Bradshaw be- propriation level for our grants. The came president in 1988, although the staff totals only 60 positions, most of crease for this program that would the faculty is new. If the faculty is composed of luzy, small-minded liars, as Mr. Smith claims, it is because Dr. Bradshaw is as bad at hiring faculty as he is at running the col-

In trinfi, the Lees College faculty is, despite Bradshaw, a remarkably close-knit, dedicated group, united as much by its mission to teach the students of eastern Rentucky as by its quest for true academic freedom under a responsive, responsible administration. Besides, with credithour loads of between 15 and 17 lionis, we do not have time to be

Both Bradshaw and Smith confuse intimidation with leadership. Although Lees has a line dean and other able administrators despite year- endowments, capital construction, ly purges, Bradshaw meddles and threatens on a daily basis while he should be off raising money. Instead tions. of using in-house talent, he wastes funds busing outside consultants, including his daughter, and then jets off the endowment has requested that to Japan. The board has made us the the funding level for Challenge laughingstock of bigher education in Kentucky by offering Bradshaw a 10year continct despite two faculty

votes of no confidence. The faculty wishes it were able to work for a gentleman, but the Board

refrain from overtly challenging the tions by the AAUP and the Southern court. With its system of reliance on Association of Colleges and Schools will reveal the truth of our claims.

M. KAY MILLER Associate Professor of English und Secretary Lees College AAUP Chapter Jackson, Ky.

NEH Challenge Grants reduced, not eliminated

TO THE EDITOR:

Stephen Burd's article about the National Endowment for the Humanities' Challenge Grant program ("Humanities Scholars Fear Loss of Popular Challenge-Grant Program. January 29) states that the office I direct has been eliminated. And yet here I am at the same desk, in the college faculty, would like to the same office, doing the same comment on quotes attributed to job I have done for the past five The major difficulty I face at pres-

ent is the reduction that the U.S. Congress made this year in the apendowment had requested an inhave allowed us to make 40 or more awards. With this reduction, only 26 will be possible. In spite of the misleading impres-

sion given in Mr. Burd's article. the involvement of three other divisions in the review of Challenge Grants has strengthened, not weakened, the program. All grants contique to be administered out of this office, but I have gained a new group of working colleagues in the divisions of research, education, and public programs. This office still prepares the enidelines, which remain exactly as they were the previous year. In spite of the speculations in Mr. Burd's article, the same types of projects are eligible now us before-not short-term projects but and other activities that provide last ing support for humanities institu-

To continue to provide this longterm support for cultural Institutions. Grants be restored to previous levels in fiscal 1993.

All this and more I could have explained to Mr. Burd had he contacted me before writing his article. I can only hope that the misleading impressions left by Mr. Burd's article do not



T.P. "Messes with Paradigms" Sims

discourage institutions from applying to our Challenge Grants progrum. HAROLD CANNON Director of Office of Challenge Grants National Endowment for the Humanities Washington

Twain project suffers

from 'imperial vision'

TO THE EDITOR: As someone who knows fairly well the volumes published by the Mark Twain Project, let me point out the primary reason that it is having trouble getting funding ("Financial Pressures and Demands by NEIL Put Future of Twain Project in Jeopardy." February 12), by providing an examnle of the editorial overkill that has been one of its hallmarks.

Volume One of the Letters reproduces a telegram that Twain sent on June 21, 1858, concerning the death of his brother Henry in a riverboat explosion. The text consists of one line: "Henry Died this morning leave tomorrow with the Corpse Saml.

This single line is given a 27-line note (more than half a page) describing Henry's death, Twain's journey to Hannibal with the body, and the burial. A preliminary note states, "In anyone relying on its services . . . the 'terms and conditions' are reproduced in full in the textual apparatus." Sure enough, among the 200 pages of matter at the back of the volume is a reprint totaling 19 lines of the restrictions Western Union placed on any telegram sent in 1858.

If this sounds like a special case. I invite anyone to go through the three volumes of Letters published so far to see that it is in fact the norm.

In a world where time and money meant nothing, the effort that went into producing this quantity of information on a single line would be defensible. In the real world, however,

where people draw salaries and books cost money and scholars grow old and die, is it unreasonable to ask for a "lean and mean" edition of the voluminous Twain papers instead of one more suited to an Imperial Edition of the edicts of Louis XIV? Would not all those scholars who hunger for published versions of Twain's letters be better served by a steady flow of volumes of the letters with only enough commentary for comprehension? How much further along would the Letters be now if the project had not felt the need to construct an entirely new method of transcription (called "plain text" though it is by no means plain) and had printed letters in clear text as every other edition of the letters of American authors does?

Three volumes of Letters, containing approximately 500 items, have been published in the last five years. If, as your article says, 10,000 of Twain's letters survive, a simple extrapolation shows that, under the present circumstances, it will take 100 years to publish the full 60 volumes required to print them all. The project will need financial support in all of those years; at the current level of funding requested from the NEH (\$635,000 for two years), the Amerithe original document about two hun- can taxpayer (or rather several gendred words, printed in very small erations of them) will have shelled type below the company's name, de- out almost \$32,000,000 for this one

> This does not take into account any time-consuming work that will be done concurrently on Twain's published works or on his enormous autobiography. . . . The Twain Project has suffered from a reality problem for many years. The news that it is cutting back on its commentary in the Letters volumes and printing only selected letters from the latter phase of Twain's career is an indication that It is finally addressing that problem. From the simple standpoint of all of us who want as much Twain as we can get but who do not need an encyclopedia, please, please continue to

Continued on Following Page

Damaging Myths About the Teaching of Mathematics

Continued From Preceding Page are far lower than those of mathematical researchers at universities.

In addition, federal and state support for mathematics education is shrinking, further eroding salaries and mathematics programs. Only a verifiable "crisis," such as the nation's inability to sustain semiconductor research or evaluate drug therapies for AIDS, would create enough public pressure for increased support.

The constant, strident, and dire warnings by math educators of the Imminent collapse of mathematics education are unlikely to be sufficient.

If the general public sees any crisis at all, it is that our students cannot do the calculations that most people regard as mathematics. But mathematics is much more than calculations; it includes relationships between concepts and formulas and requires the ability to state problems clearly and evaluate various

As the Curriculum and Evaluation Standards for School Mathematics, published by the National Council of Teachers of Mathematics, state, "If all students do not have the opportunity to learn mathematics, we face the danger of creating an intellectual elite and a polarized society. The image of a society in which a few have the mathematical knowledge needed for the control of economic and scientific development is not consistent with the values of a just democratic system or with its economic needs."

A crisis in mathematics education does exist, and faculty members need allies in their struggle for additional support. If we fail to convince the public that a crisis exists, math educators will remain underpaid and inadequately prepared to cope with the needs of our students.

The last myth I want to present is, to mathematics

professors, perhaps the most pernicious. MYTH. Students' failure to learn is the teachers' FACT. Students' learning is affected by many fac-

tors, including their own interest, background, ability, confidence, and the availability of resources such as adequate teachers and textbooks, calculators and computers, and sufficient study time. However, the "action plan" that accompanies the National Research Council's report asserts that faculty members should "set a stringent personal standard that if my students don't learn, it is I (not my students or their previous teachers) who have failed." This "standard" places an impossible burden on faculty members and is an unacceptable and unwarranted assignment of blame. Why does the council think we possess such an awesome power over the lives of our students?

TUDENTS will learn material in any course, mathematical or not, if they believe there is something interesting or useful to be learned; if they have the background and the ability to learn the material; if the necessary resources are available; and if they believe that their efforts are worthwhile and influence their mastery of the subject.

Learning is a cooperative, interactive experience among students and faculty members; the process is dependent on a host of resources. Only by understanding how these elements interact to produce that partially finished product, the "educated person," can we improve mathematics education.

William C. Ramaley is a professor of mathematics at Fort Lewis College

be dominated by sexual concerns.

rary text (with no status as classic) equal time with a great work such as Heart of Darkness. And please let us not hear the idiocy that universities have no right to identify great works. Suppose Graff is teaching a course called the Modern British Novel. Suppose he decides that he can fairly assign 12 long novels in one semester. That might mean 12 musterstrained by his "equal time" principle for some oppositional text. This means he assigns only six great works, which destroys the canon by 50 per cent. The losers are all of his students, black and white. The blacks will sustain a serious loss in their ability to function at the highest level in the cultural mainstream. Their egos may be improved by the choice of a probably third-rate black writer, but this is not really the way to elevate blacks into the highest regions of power. Intellectual and cuitural power is much more important than political and economic power.

A third wrong turn for Graff is his poison-pen assumption that those of us who have taught Heart of Durkness for 30 years in our "blind" tradi-

rican sloth and barburism. these complex polarities were not emphasized-including various other oppositions such as the probable

semi-frigidity of the pale British woman and the crotic splendor of the ningle mistress. Furthermore, those of us trained at Chicago in the uncolightened 40's and 50's had the benetit of the Chicago pluralists, who encontaged a generous catholicity of critical approaches, which was dealy superior to the one-track political vision of Graff. I hope some of the ghosts in the Chicago buildings will

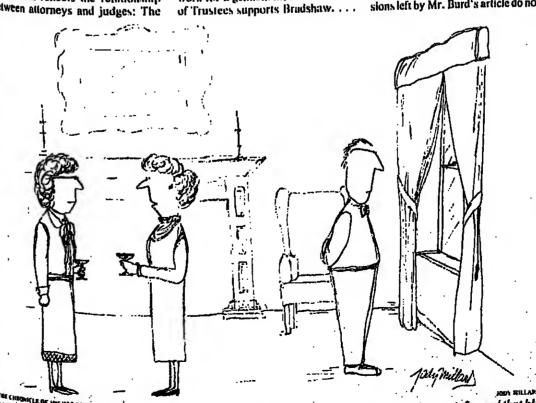
Professor of Pinhoroghy York College The City University of New York Januaria, N.Y. spook him soon. We were not encouraged to refuse to look for the best theories, Graff indicates that in his classes there is no etfort to adjudicate between con-

theting theories. . . . At least Graff is honest enough to admit that he has accepted the Markist view that the classroom should be politicized, and the only question is "whose politics are better." And it should be hard for him to say, be cause he hates to judge betweencom

peting theories. Ciraff's essay shows why the university is failing. But he is a great guy. He is nut his true self. He has contracted the mother-of-all-viruses: the dreaded French Flu. WII LIAM MCMAHON
Professor of English

TO THE EDITOR: "What Has Literary Theory Wrought!" like almost everything else by Gerald Graff, is sober, in mative, and remarkably well writes. I agree with most of it. But I like to add that perhaps Graff gives Contemporary literary theory mos credit than it deserves for introducing a multiplicity of viewpoint the teaching of literature and the writing of criticism.

As far back as the prehistoric 60's. casebooks abounded whose aim was to show students that no single rea ing of a literary work was privil There were casebooks for The Cuts her in the Rye, The Adventure, of Huckleherry Finn, Gullier's Travels. Whole stries of collection were produced by D. C. Heath Pre-tice-Hull, and others; Rouledge's



Herbert has taught the same section of freshman literature for six years. Today he was informed that his rutings were down, and they're considering adding a co-anchor.

Letters to the Editor

Continued From Preceding Page cut back on the imperial vision. Let Mark speak to us without a gaggle of editors commenting on his every word. Present him accurately, then be crowded.

RALPH H. ORTH Professor of English

Pa. education budget held in 'reserve'

TO THE EDITOR:

I noted with great interest your February 12 article on reduced spending at state universities ("Mid-Year Budget Cuts Reported by Public Colleges in 22 States") and the accompanying map that indicates that Pennsylvania is not one of the states where the education budget was cut mid-year.

Here, Gov. Robert P. Cusey has put 3.5 per cent of the fiscal 1991-92 budget of all state-funded educational institutions in what he calls a "reserve." The status of this reserve is unclear, but it hits all schools, local districts, and universities alike. No one knows whether or when the money in "reserve" may be released to the institutions to which it was promised. However, many are wondering whether the legality of the "reserve" will be challenged soon in court.

Governor Casey unveiled his 1992-93 budget proposal this month. It freezes education spending-not at the level approved in the 1991-92 budget but at the level that remains now that the Governor's "reserve" has gone into effect.

Technically, you could say that the state budget for education in Pennsylvania has not been reduc . Bu: ask any president at a state university whether he can spend what he was promised this year and you'll get an BIM ANOST

Adjunct Instructor of Composition Pennsylvania College of Technology Williamsport, Pa

Decreasing demand for scientists

TO THE EDITOR:

VSHIX SON

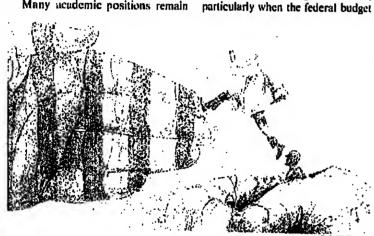
After reading Joseph L. Birman's Opinion, "The Fate of Scientists From the Soviet Union" (February 12), it is clear that he has not recently participated in the hiring of a scien-

tist. Otherwise, he would not have so glibly accepted the idea of an approaching shortage of scientists.

The Nutional Science Foundation report to which he refers, "The State stand back. The man never did like to of Academic Science and Engineering," made no real effort to estimate to the recession, but rather respondthe demand for scientists; it simply assumed that demand would increase as it had for the first few years of the 1980's. In my field, physics, scientists are employed approximately equally in academic, industrial, and national laboratories. The demand for scientists in all three sectors has

> In academia, there are many more applicants than open positions. University physics departments to which I applied last year consistently re- when the existing national laboratoported well over 100 applicants per ries are fighting for financial support. position: the prestigious University of Illinois at Urbana-Champaign re- asked for money from the "peace ported nearly 500 applicants for one professorship.

frozen or declined.



unfilled due to budget constraints. Examples include institutions in Culifornia, New York, Florida, and Ohio. A recent article in The Chronicle ("State Funds for Higher Education Drop in Year; First Decline Since Survey Began 33 Years Ago," November 6) detailed nearly flat financial support of education nationwide for the last two years-including declines in some of the most populous states. These conditions will in all likelihood persist beyond the end of the recession.

Mass retirement of professors will not open up enough jobs. Over 1,000 Ph.D. physicists graduate per year. At this rate, the entire physics pro- facing a tough job market, I would

DREAMS OF ACADEMIC GLORY

Thrilled by the last lecture, the class rises in spontaneous applause,

deficit for this year is estimated at

typically stay on the job for decades,

greatly reducing opportunities for fu-

A number of American corporate

laboratories are downsizing. Well-

known examples include Bell Com-

munications Research, 1BM, and

AT&T Bell Laboratories. Bell Labs'

restructuring was not directly related

ed to a change in the mission of the

research tax credit is an excellent ini-

tial incentive to restoring rescurch

jobs, but as long as research takes

years to come to fruition, while cor-

porations must respond to financial

pressures in months or weeks, it is

Creating more national laborato-

ries is a noble idea, but impractical

... So many interest groups have

dividend" that it is unlikely that any

significant funds will go to science,

Professor Birman's suggestion of n

laboratory to more applied work,

ture scientists.

only a start.

this country are welcome to compete for them, and many people get jobs here in just that way. Guaranteed employment has left Soviet science with better?

TO THE EDITOR:

Joseph L. Birman in the February 12 issue. As a young American scientist

nearly \$400-billion.

Foreign scientists who wish jobs in

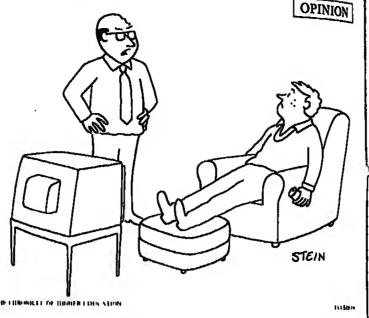
I just finished reading the article by

The Disabilities Act and higher education

TO THE EDITOR: I take strong exception to the Janu-

ary 29 article "New Federal Regulations on Rights of the Handicapped May Force Colleges to Provide Better Access to Technology." David L. ty, I can offer an expert assessment Wilson does a disservice to both students with disabilities and to many colleges by his fallure to recognize the extensive cooperative efforts made to assure access. Mr. Wilson portrays colleges as unfeeling monoliths moved to action only by legislative imperative and students as passive victims waiting for a champion. Both portraits are counterproductive

Many colleges have not waited for erediting-agency oversight, my old legal inducements to provide access friend Jerry Schneewind does not to technology. It is simply the right consider how to restrain accrediting



"When I was your age, I was already forming ad hoc committees!"

former Soviet Union are facing make with it without reference to external our problems look trivial by comparison; we should try to help them as our own consciences. Most students best we can.

But as Dr. Birman points out in his article, we must be careful not to their situations not as handicaps, but make the bad situation for young sci- as challenges to be met. They have entists in the United States worse by helping the Soviet scientists. Al- but have gotten on with their lives though I do not claim to have the best with the help of friends and family. solution to this dilemma. I think that his proposed solution ignores several relevant facts.

Dr. Birman poses the question gether to find individualized answers 'Can we absorb the displaced sciento individual circumstances. . . . tists?" By way of answer he points to the 1990 "pipeline" repart from the lege has a dedicated computer lab-NSF that projects a shortage of scientists in the near future. As he correct- ers and large-screen monitors for the ly states, this projection was based upon anticipated openings in indusrial and academic labs. What Dr. Birman fails to mention is that this entered into exciting partnerships projection is also based upon growth in the number of perminent jobs from 1990 to 2000.

Clearly, this assumption has been undercut by the present recession and thus the conclusions of that rethe problems discussed by Professor part are rendered useless. In addi-Birman; will it serve America any tion, none of the organizations that SIMON S. GOLDENBERG are responsible for keeping statistics enough, and he is right. We have a on human resources in the sciences long why to go and we must constant have done an adequate job of track- ly upgrade services. But to suggest ing postdoes. They usually treat these intrinsically temporary positions as permanent, thereby overestimating the real demand. I would also a cynical and short-sighted view.... like to point out that Congress is fessoriate could be replaced in just a first like to point out that I think the its role in publicizing the "pipeline" presently investigating the NSF over few years. Once hired, professors problems that the scientists in the report; some members of Congress are pretty angry about the way the results of the report were overstated TO THE EDITOR:

in the press. KEVIN AYLESWORFII

In your article concerning the rights of the handicapped under the Young Scientists' Network Alexandria, Va. Americans With Disabilities Act.

you quote Bob Silverstein, staff director and chief counsel for the Senate Labor and Human Resources' Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now."

with disubilities are brave and self-

netualizing individuals who perceive

not waited for national campaigns,

I am proud to say my own institu-

tion is among those where students

and administrators have worked to-

Hudson Valley Community Col-

oratory with voice-activated comput-

sight impaired; slotted keyboards for

palsied hands; and thesauruses for

the learning disabled. The college has

with that and other companies to pro-

vide training and internships for sta-

dents with disabilities. . . . The facul-

ty has willingly rescheduled exams.

courses. . . .

moved classes, and worked with in-

Mr. Wilson suggests that this is not

this effort is only the result of past

legislation or that it will be apprecia-

JOSEPH J. BULMER

Hudson Vulley Community College

As a handicupped person and to mer doctoral student in technology education at West Virginia Universias to the probability of compliance. They won't. DONALD GLYN

Accreditor practicing own form of exclusion

TO THE EDITOR:

By supposing that government in volvement is worse than regional-acthing to do, and we have golten on agencies from substituting their pri



vale versions of public policies for democratically developed ones esses define higher education public "Role of Accrediting Agencies policy. Questioned Following Storm of Criticism and Debate," February 19). An instance is the Western Association of Schools and Colleges' current treatment of "diversity." Both in its selection of individuals for its own projects and in its public communications, WASC practices "diversification" by stressing the inclusion of one under-represented group while ignoring others. This practice is intentional.

In response to my complaint that wase's draft policy on diversity fucuses on one protected class to the exclusion of others, including disabled persons, Sister Mugdulen Coughlin, Chancellor of Mount St. Mary's College and chair of WASC's diversity committee, writes to me: "... there are many facets of dis-

crimination-all too many!-in our society that need addressing. We hope that focusing upon one aspect of this will insure more results than a more-inclusive effort" (private communication dated January 22,

This is offered us a reason for omitting disabled persons from wase activities, including the groups consulted in preparing WASC's draft policy and handbook on diversity. No wonder employment of disabled persons by institutions accredited by WASC has plummeted. How irresponsible to be complicit in persuading college students that the work force not include disabled persons!

In my 25 years of experience in faculty governance and affirmative action, state and federal governments have offered access to disabled persons seeking redress for under-representation, while wase arrogantly justifies its exclusion of this group by claiming the right to sacrifice them for a greater good. Hy lagging far behind state and federal policy makers, and by cannoullaging its exclusionary practices as justiliable expedients for doing good, wasc demonstrates the danger of letting the hermetic, self-indulgent self-reg-

TIME

ulation of regional accrediting proc-ANITA SILVERS

National-service plan is criticized

TO THE EDITOR:

Congratulations on your article about Arkansus Gov. Bill Clinton's student-aid plan ("Tying Student Loans to National Service Gets Campaign Spur," January 29). Not only are there problems with the nationalservice plan, there are grenter problents with the other half of the plun, which would mandate the payment of the rest of students' debts through the income tax. This is another form of the student-loan bank and could lead to much higher tuitions and to Congress's abolishing the studentaid programs, as Clinton suggests.

JOHN MALLAN Retired Vice-Presider for Covernmental Relation American Association of Stat

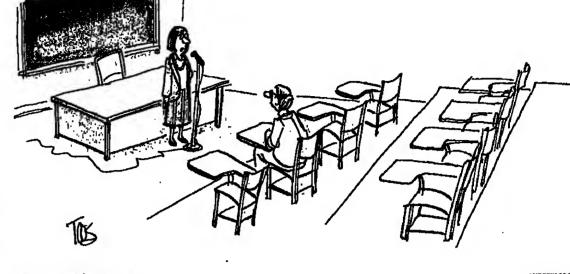
Questions of neutrality in freshman seminar

To one Empore

I find Nancy Grace's statement, "As a teacher I can't teach from a neutral perspective because I dun't think there is one," refreshingly candid and pedagogically monstrous C' 'Race, Gender, Class, and Culture': Freshman Seminar Ignites ali Jenne stated, Good ideologues of-Controversy," January 29).

In a course entitled "Difference. Power, Discrimination: Perspectives Power, Discrimination' should at on Race. Gender, Class, and Cul-least pay attention to how they teach ture," one might hope that the instructor understands the difference hites the very inequities their subject between the respective power wield- matter attempts to explore and preed by an assistant professor of English and a first-year student. . . .

tinder such eirenmstances, it would believe the instructor to maintain an appearance of neutrality, even if such neutrality were, in



"I hereby call to order this special Sunday-morning meeting of the Faculty Senate."

the inevitable consequences of the sharp inequalities each participant brings to the situation. Yet there is no recognition by Ms. Grace that she is duty-bound to redouble her efforts in the direction of impartiality, rather than simply give in to her partisan views and let the chips full where they will. (On the student's head, given the power differential.)

Little wonder, then, why some students find the experience "heavy handed in one direction," as Jeremiten make poor teachers. But ideologues on the subject of "Difference. and whether their teaching recapitusimably redress. LLOYD B. LEWIS

Professor of American Studies Savannah College of Art and Design

The blindness of PC proponents

TO THE EDITOR:

The letters by Dauglas Robinson, Gabe Kalmowitz, and Jules R. Benjamin ("Political Correctness: Essential to American Values?" Letters to the Editor, February 5) in response to my article, "The Origins of PC" (Opinion, January 15) only give us more examples of the blindness of the politically correct.

Robinson blithely equates political correctness with democratic thinking, thus begging every question at issue and conveniently forgetting a major thrust of the argument that he was supposed to be answering: that because of their Ignorance of history. as follows: (1) All of us have a politithe politically correct stumble into positions that are undemocratic and cal agenda, (2) therefore we and on occasion fascist in their implications. He even tries to make political cal, (3) therefore we should not try to correctness the democratic alternative to Nazi Germany (the real world fortunately offers us more alternatives) but without remembering that I had pointed to the role of cultural relativism (a central re idea) in preparing the way for Nazi ideology. . . .

Look at this exposition of one of the current multicultural shibboleths: "The greater the readiness to subordinate purely personal interests, the higher rises the ability to establish comprehensive communities. . . . This state of mind, which subordlnates the interests of the ego to the conservatism of the community, is really the first premise of every truly human culture." Who said this? It

might have been any one of our contemporary critics of bourgeois individualism, but it wasn't. It was in fact Adolf Hitler, in Mein Kampf, chapter portantly different in degree, just

ences in the degree to which political Benjamin's world is divided into "anti-colonialist states" and "imperial states," evidently so that he can continue to cling to the PC fantasies about the primitive innocence and moral superiority of the third world that I criticized, (I wonder where Chinn or the former U. S.S.R. would fit into this rigid framework?) He ducks the real issues I raised: the status of women and the attitudes toward other tribes and races still found in the third world. Alas, mere words will not change the sad fact

that the third world is distressingly

un-pc. The extraordinary feats of

self-deception that I mentioned are

Kalmowitz objects to my distinc-

tion between theoretical analysis and

political or social activism, which he

finds to be an "imaginary bound-

ary," This is, of course, based on a

well-known pc argument, which goes

from academic analysis, and (4)

therefore there is no difference be-

tween politics and academic analy-

I have no quarrel with the first as-

sertion, but steps two, three, and

four most decidedly do not follow

from it, as we can see when we repeat

the same steps with another exam-

ple: (1) None of us is without fault.

(2) therefore we are all equally guilty,

(3) therefore we should not worry

about whether our behavior is moral-

ly good or bad, (4) therefore there is

no difference between vice and vir-

The fact that parking illegally and

still being performed by Benjamin.

bled by reality? JOHN M. ELLIS by reality?
Professor of German Literature
University of Culifornia at Santa Cruz
Santa Cruz, Cal.

signed to the category "illegal acts"

does not mean that they are not im-

as there will be important differ-

considerations have infected and dis-

torted academic analysis in a given

in kind between rullying support for a

political cause and analyzing argu-

ments. The Robinson, Kalmowitz.

and Benjamin letters are examples of

how the latter atrophies when subor-

dinated to the former. As for the ivo-

ry tower: Kaimowitz has things the

wrong way round. It is political cor-

rectness that is the ivory-tower phe-

nomenon, for where but in academe

could the politically correct live so

cozily with their rigid beliefs, untrou-

But there is surely also a difference

A case for 'investizing' in higher education

TO THE EDITOR:

Congressman Dave McCurdy of Oklahoma, in support of the President's effort to limit support for higher education expenses to those with the highest grades ("Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades," February 5), is quoted as saying: "The real key here is. How do you incentivize students to perform better?"

I would like to talk the good Congressman into realizing that investlying in higher education for a wide range of people will be beneficializ-Ing for America, even benefitizing future Congressmen.

THOMAS WIECKOWSKI

to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

The large volume of letters may be condensed.



Letters to the Editor

Continued From Preceding Page cut back on the imperial vision. Let Mark speak to us without a gaggle of editors commenting on his every word. Present him accurately, then be crowded.

RALPH H. ORTH Professor of English

Pa. education budget held in 'reserve'

TO THE EDITOR:

I noted with great interest your February 12 article on reduced spending at state universities ("Mid-Year Budget Cuts Reported by Public Colleges in 22 States") and the accompanying map that indicates that Pennsylvania is not one of the states where the education budget was cut mid-year.

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Adjunct Instructor of Composition Pennsylvania College of Technology Williamsport, Pa

Decreasing demand for scientists

TO THE EDITOR:

VSHIX SON

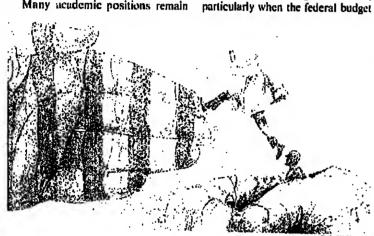
After reading Joseph L. Birman's Opinion, "The Fate of Scientists From the Soviet Union" (February 12), it is clear that he has not recently participated in the hiring of a scien-

tist. Otherwise, he would not have so glibly accepted the idea of an approaching shortage of scientists.

The Nutional Science Foundation report to which he refers, "The State stand back. The man never did like to of Academic Science and Engineering," made no real effort to estimate to the recession, but rather respondthe demand for scientists; it simply assumed that demand would increase as it had for the first few years of the 1980's. In my field, physics, scientists are employed approximately equally in academic, industrial, and national laboratories. The demand for scientists in all three sectors has

> In academia, there are many more applicants than open positions. University physics departments to which I applied last year consistently re- when the existing national laboratoported well over 100 applicants per ries are fighting for financial support. position: the prestigious University of Illinois at Urbana-Champaign re- asked for money from the "peace ported nearly 500 applicants for one professorship.

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unfilled due to budget constraints. Examples include institutions in Culifornia, New York, Florida, and Ohio. A recent article in The Chronicle ("State Funds for Higher Education Drop in Year; First Decline Since Survey Began 33 Years Ago," November 6) detailed nearly flat financial support of education nationwide for the last two years-including declines in some of the most populous states. These conditions will in all likelihood persist beyond the end of the recession.

Mass retirement of professors will not open up enough jobs. Over 1,000 Ph.D. physicists graduate per year. At this rate, the entire physics pro- facing a tough job market, I would

DREAMS OF ACADEMIC GLORY

Thrilled by the last lecture, the class rises in spontaneous applause,

deficit for this year is estimated at

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this country are welcome to compete for them, and many people get jobs here in just that way. Guaranteed employment has left Soviet science with better?

TO THE EDITOR:

Joseph L. Birman in the February 12 issue. As a young American scientist

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Foreign scientists who wish jobs in

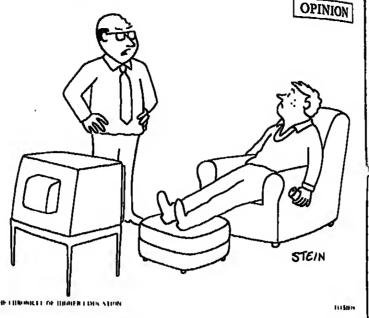
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The Disabilities Act and higher education

TO THE EDITOR: I take strong exception to the Janu-

ary 29 article "New Federal Regulations on Rights of the Handicapped May Force Colleges to Provide Better Access to Technology." David L. ty, I can offer an expert assessment Wilson does a disservice to both students with disabilities and to many colleges by his fallure to recognize the extensive cooperative efforts made to assure access. Mr. Wilson portrays colleges as unfeeling monoliths moved to action only by legislative imperative and students as passive victims waiting for a champion. Both portraits are counterproductive

Many colleges have not waited for erediting-agency oversight, my old legal inducements to provide access friend Jerry Schneewind does not to technology. It is simply the right consider how to restrain accrediting



"When I was your age, I was already forming ad hoc committees!"

former Soviet Union are facing make with it without reference to external our problems look trivial by comparison; we should try to help them as our own consciences. Most students best we can.

But as Dr. Birman points out in his article, we must be careful not to their situations not as handicaps, but make the bad situation for young sci- as challenges to be met. They have entists in the United States worse by helping the Soviet scientists. Al- but have gotten on with their lives though I do not claim to have the best with the help of friends and family. solution to this dilemma. I think that his proposed solution ignores several relevant facts.

Dr. Birman poses the question gether to find individualized answers 'Can we absorb the displaced sciento individual circumstances. . . . tists?" By way of answer he points to the 1990 "pipeline" repart from the lege has a dedicated computer lab-NSF that projects a shortage of scientists in the near future. As he correct- ers and large-screen monitors for the ly states, this projection was based upon anticipated openings in indusrial and academic labs. What Dr. Birman fails to mention is that this entered into exciting partnerships projection is also based upon growth in the number of perminent jobs from 1990 to 2000.

Clearly, this assumption has been undercut by the present recession and thus the conclusions of that rethe problems discussed by Professor part are rendered useless. In addi-Birman; will it serve America any tion, none of the organizations that SIMON S. GOLDENBERG are responsible for keeping statistics enough, and he is right. We have a on human resources in the sciences long why to go and we must constant have done an adequate job of track- ly upgrade services. But to suggest ing postdoes. They usually treat these intrinsically temporary positions as permanent, thereby overesti- bly hustened by future legislation, is mating the real demand. I would also a cynical and short-sighted view.... like to point out that Congress is fessoriate could be replaced in just a first like to point out that I think the its role in publicizing the "pipeline" presently investigating the NSF over few years. Once hired, professors problems that the scientists in the report; some members of Congress are pretty angry about the way the results of the report were overstated TO THE EDITOR:

in the press. KEVIN AYLESWORFII

In your article concerning the rights of the handicapped under the Young Scientists' Network Alexandria, Va. Americans With Disabilities Act.

you quote Bob Silverstein, staff director and chief counsel for the Senate Labor and Human Resources' Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now."

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Hudson Valley Community Col-

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Hudson Vulley Community College

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Accreditor practicing own form of exclusion

TO THE EDITOR:

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In response to my complaint that wase's draft policy on diversity fucuses on one protected class to the exclusion of others, including disabled persons, Sister Mugdulen Coughlin, Chancellor of Mount St. Mary's College and chair of WASC's diversity committee, writes to me: "... there are many facets of dis-

crimination-all too many!-in our society that need addressing. We hope that focusing upon one aspect of this will insure more results than a more-inclusive effort" (private communication dated January 22,

This is offered us a reason for omitting disabled persons from wase activities, including the groups consulted in preparing WASC's draft policy and handbook on diversity. No wonder employment of disabled persons by institutions accredited by WASC has plummeted. How irresponsible to be complicit in persuading college students that the work force not include disabled persons!

In my 25 years of experience in faculty governance and affirmative action, state and federal governments have offered access to disabled persons seeking redress for under-representation, while wase arrogantly justifies its exclusion of this group by claiming the right to sacrifice them for a greater good. Hy lagging far behind state and federal policy makers, and by cannoullaging its exclusionary practices as justiliable expedients for doing good, wasc demonstrates the danger of letting the hermetic, self-indulgent self-reg-

TIME

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National-service plan is criticized

TO THE EDITOR:

Congratulations on your article about Arkansus Gov. Bill Clinton's student-aid plan ("Tying Student Loans to National Service Gets Campaign Spur," January 29). Not only are there problems with the nationalservice plan, there are grenter problents with the other half of the plun, which would mandate the payment of the rest of students' debts through the income tax. This is another form of the student-loan bank and could lead to much higher tuitions and to Congress's abolishing the studentaid programs, as Clinton suggests.

JOHN MALLAN Retired Vice-Presider for Covernmental Relation American Association of Stat

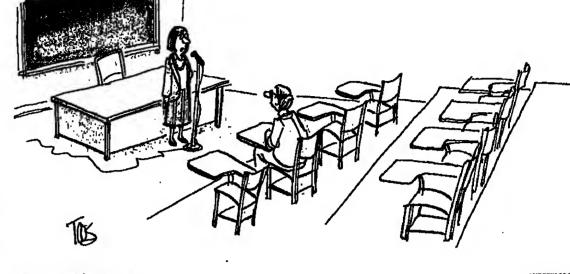
Questions of neutrality in freshman seminar

To one Empore

I find Nancy Grace's statement, "As a teacher I can't teach from a neutral perspective because I dun't think there is one," refreshingly candid and pedagogically monstrons C' 'Race, Gender, Class, and Culture': Freshman Seminar Ignites ali Jenne stated, Good ideologues of-Controversy," January 29).

In a course entitled "Difference. Power, Discrimination: Perspectives Power, Discrimination' should at on Race. Gender, Class, and Cul-least pay attention to how they teach ture," one might hope that the instructor understands the difference hites the very inequities their subject between the respective power wield- matter attempts to explore and preed by an assistant professor of English and a first-year student. . . .

tinder such eirenmstances, it would believe the instructor to maintain an appearance of neutrality, even if such neutrality were, in



"I hereby call to order this special Sunday-morning meeting of the Faculty Senate."

the inevitable consequences of the sharp inequalities each participant brings to the situation. Yet there is no recognition by Ms. Grace that she is duty-bound to redouble her efforts in the direction of impartiality, rather than simply give in to her partisan views and let the chips full where they will. (On the student's head, given the power differential.)

Little wonder, then, why some students find the experience "heavy handed in one direction," as Jeremiten make poor teachers. But ideologues on the subject of "Difference. and whether their teaching recapitusimably redress. LLOYD B. LEWIS

Professor of American Studies Savannah College of Art and Design

The blindness of PC proponents

TO THE EDITOR:

The letters by Dauglas Robinson, Gabe Kalmowitz, and Jules R. Benjamin ("Political Correctness: Essential to American Values?" Letters to the Editor, February 5) in response to my article, "The Origins of PC" (Opinion, January 15) only give us more examples of the blindness of the politically correct.

Robinson blithely equates political correctness with democratic thinking, thus begging every question at issue and conveniently forgetting a major thrust of the argument that he was supposed to be answering: that because of their Ignorance of history. as follows: (1) All of us have a politithe politically correct stumble into positions that are undemocratic and cal agenda, (2) therefore we and on occasion fascist in their implications. He even tries to make political cal, (3) therefore we should not try to correctness the democratic alternative to Nazi Germany (the real world fortunately offers us more alternatives) but without remembering that I had pointed to the role of cultural relativism (a central re idea) in preparing the way for Nazi ideology. . . .

Look at this exposition of one of the current multicultural shibboleths: "The greater the readiness to subordinate purely personal interests, the higher rises the ability to establish comprehensive communities. . . . This state of mind, which subordlnates the interests of the ego to the conservatism of the community, is really the first premise of every truly human culture." Who said this? It

might have been any one of our contemporary critics of bourgeois individualism, but it wasn't. It was in fact Adolf Hitler, in Mein Kampf, chapter portantly different in degree, just

ences in the degree to which political Benjamin's world is divided into "anti-colonialist states" and "imperial states," evidently so that he can continue to cling to the PC fantasies about the primitive innocence and moral superiority of the third world that I criticized, (I wonder where Chinn or the former U. S.S.R. would fit into this rigid framework?) He ducks the real issues I raised: the status of women and the attitudes toward other tribes and races still found in the third world. Alas, mere words will not change the sad fact

that the third world is distressingly

un-pc. The extraordinary feats of

self-deception that I mentioned are

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Professor of German Literature
University of Culifornia at Santa Cruz
Santa Cruz, Cal.

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ry tower: Kaimowitz has things the

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rectness that is the ivory-tower phe-

nomenon, for where but in academe

could the politically correct live so

cozily with their rigid beliefs, untrou-

But there is surely also a difference

A case for 'investizing' in higher education

TO THE EDITOR:

Congressman Dave McCurdy of Oklahoma, in support of the President's effort to limit support for higher education expenses to those with the highest grades ("Colleges Criticize Proposal to Tie Eligibility for Pell Grants to Grades," February 5), is quoted as saying: "The real key here is. How do you incentivize students to perform better?"

I would like to talk the good Congressman into realizing that investlying in higher education for a wide range of people will be beneficializ-Ing for America, even benefitizing future Congressmen.

THOMAS WIECKOWSKI

to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

The large volume of letters may be condensed.



Letters to the Editor

Continued From Preceding Page cut back on the imperial vision. Let glibly accepted the idea of an ap- laboratories are downsizing. Well-Mark speak to us without a gaggle of proaching shortage of scientists. editors commenting on his every word. Present him accurately, then report to which he refers, "The State Area Bell Laboratories, Bell Labs' stand back. The man never did like to of Academic Science and Engineer restructuring was not directly related he crowded. RALPH H. ORTH

Pa. cducation budget held in 'reserve'

То тив Ерггок:

I noted with great interest your February 12 article on reduced spending at state universities ("Mid-Year Budget Cuts Reported by Pubaccompanying map that indicates that Pennsylvanin is not one of the states where the education budget was cut mid-year.

Here, Gov. Robert P. Casey has put 3.5 per cent of the fiscal 1991-92 budget of all state-funded educational institutions in what he calls a "reserve." The status of this reserve is unclear, but it hits all schools, local districts, and universities alike. No one knows whether or when the money in "reserve" may be released to the institutions to which it was promised. However, many are wondering whether the legality of the "reserve" will be challenged soon in court.

Governor Casey unveiled his 1992-93 budget proposal this month. It freezes education spending-not at the level approved in the 1991-92 budget but at the level that remains now that the Governor's "reserve" has gone into effect.

state budget for education in Pennsylvania has not been reduc . Bu: ask any president at a state university whether he can spend what he was promised this year and you'll get an

BIM ANGST
Adjunct Instructor of Composition
Pennsylvania College of Technology
Williamsport, Pa.

Decreasing demand for scientists

TO THE EDITOR:

After reading Joseph L. Birman's Opinion, "The Fate of Scientists From the Soviet Union" (February 12), it is clear that he has not recently participated in the hiring of a scien- few years. Once hired, professors

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The National Science Foundation munications Research, tum, and assumed that demand would increase - laboratory to more applied work. as it had for the first few years of the tists are employed approximately equally in academic, industrial, and national laboratories. The demand for scientists in all three sectors has frozen or declined.

In academin, there are many more applicants than open positions. University physics departments to which ported well over 100 applicants per ries are fighting for financial support. position; the prestigious University of Illinois at Urbana-Champaign re- asked for money from the "peace professorship.

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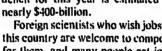
Technically, you could say that the unfilled due to budget constraints. Examples include institutions in California, New York, Florida, and Ohio. A recent article in The Chronicle ("State Funds for Higher Educa- for them, and many people get jobs tion Drop in Year; First Decline Since Survey Began 33 Years Ago," November 6) detailed nearly flat financial support of education nationwide for the last two years-including declines in some of the most populous states. These conditions will in all likelihood persist beyond the end of the recession.

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our problems look trivial by comparison; we should try to help them as best we can.

But as Dr. Birman points out in his article, we must be careful not to make the bad situation for young scientists in the United States worse by helping the Soviet scientists. Although I do not claim to have the best solution to this dilemma, I think that his proposed solution ignores several relevant facts.

Dr. Birman poses the question "Can we absorb the displaced scientists?" By way of answer he points to the 1990 "pipeline" report from the NSF that projects a shortage of scientists in the near future. As he correcty states, this projection was based upon anticipated openings in industrial and academic labs. What Dr. Birman fails to mention is that this projection is also based upon growth in the number of permanent jobs

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Young Scientists' Network Alexandria, Va.

The Disabilities Act and higher education

TO THE EDITOR:

I take strong exception to the January 29 article "New Federal Regulations on Rights of the Handicapped mer doctoral student in tech May Force Colleges to Provide Better Access to Technology." David L. Wilson does a disservice to both students with disabilities and to many colleges by his failure to recognize the extensive cooperative efforts made to assure access. Mr. Wilson portrays colleges as unfeeling monoliths moved to action only by legislative imperative and students as passive victims waiting for a champion. Both portraits are counterproductive and untrue.

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Mr. Wilson suggests that this is not enough, and he is right. We have a long way to go and we must constantly upgrade services. But to suggest this effort is only the result of past legislation or that it will be appreciably hastened by future legislation, is JOSEPH J. BULMER

Hudson Valley Community College

TO THE EDITOR:

In your article concerning the rights of the handicapped under the Americans With Disabilities Act. you quote Bob Silverstein, staff director and chief counsel for the Senate Lubor and Human Resources Subcommittee on Disability Policy. as saying: "If you haven't paid attention before, you'd better pay attention now." As a handicapped person and for-

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Professor of Philosophy Sun Francisco State University San Francisco National-service plan

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JOHN MALLAN Retired Vice-President for Governmental Relations American Association of State Colleges and Universities Washington

Ouestions of neutrality in freshman seminar

To rus Epitors

I find Nancy Grace's stutement. "As a teacher I can't teach from a neutral perspective because I don't think there is one," refreshingly candents find the experience "heavy did and pedagogically monstrous (" Race, Gender, Class, and Cul- handed in one direction," as Jeremiture': Freshman Seminur Ignites Controversy," January 29).

In a course entitled "Difference, Power, Discrimination: Perspectives on Race, Gender, Class, and Culture," one might hope that the instructor understands the difference between the respective power wielded by an assistant professor of English and a first-year student. . . .

Under such circumstances, it would behouve the instructor to demonstrates the danger of letting maintain an appearance of neutral-

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The blindness of PC proponents

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The fact that parking illegally and

committing murder can both be assigned to the category "illegal acts" does not mean that they are not importantly different in degree, just as there will be important differences in the degree to which political considerations have infected and distorted academic analysis in a given

But there is surely also a difference in kind between rallying support for a political cause and analyzing arguments. The Robinson, Kaimowitz, and Benjamin letters are examples of how the latter atrophies when subordinated to the former. As for the ivory tower: Kaimowitz has things the wrong way round. It is political correctness that is the ivory-tower phenomenon, for where but in academe could the politically correct live so cozily with their rigid beliefs, untrou-

bled by reality? JOHN M. ELLIS Professor of German Literature University of California at Santa Cruz Sonta Cruz, Cal.

A case for 'investizing' in higher education

TO THE EDITOR:

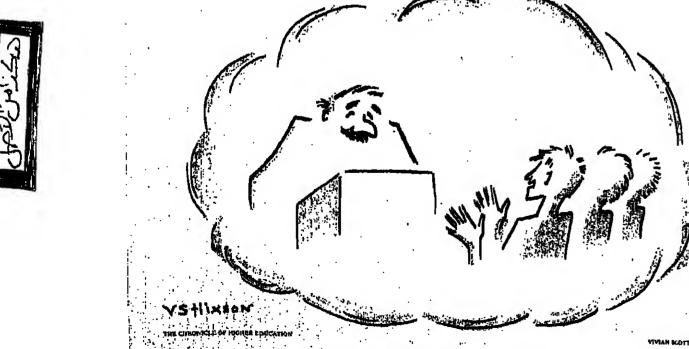
Congressman Dave McCurdy of Oklahoma, in support of the President's effort to limit support for higher education expenses to those with the highest grades ("Colleges Criti-. cize Proposal to Tie Eligibility for Pell Grants to Grades," February 5), is quoted as saying: "The real key here is, How do you incentivize students to perform better?"

I would like to talk the good Congressman into realizing that investizing in higher education for a wide range of people will be beneficializing for America, even benefitizing future Congressmen.

THOMAS WIECKOWSKI

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

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INDEX

To Positions Available in Display Ads

Academic support 22, 28, 43-45, 51 Academic affairs 44, 40, 53-57 Accounting 9, 11-13, 15, 20, 22, 24, 26, 34, 38, 44 ative services 9, 16, 31, 44 s/enrollment 26, 29, 31-34, 3k, Administrative services 9, 16, 31, 44
Administon/enrollment 26, 29, 31-34, 3k, 42-44, 46
Advertising 11
Aeronautical science/aviation 24
Affirm, action/minority affairs 22, 31, 52
Affican-American/black studies 19
Agriculture/agronomy 21
Alumnt affairs 27, 34, 40, 51, 52
Anthropology/archaeology 9, 13, 20, 22
Architecture/construction 47
Art/filme arts 15-18, 21, 22, 24
Art history 13, 24, 35
Arts administration 13
Adan studies 11, 17
Astronomy 22 Astronomy 22 Arhterics 13, 18, 22, 24, 35, 44 Artheles 13, 18, 22, 24, 35, 44
Automotive technology 27
Behavioral sciences 28
Biological sciences 10, 12-15, 21-24
Broadcast/news 11, 27
Business administration 9, 12, 14-16, 21, 22, 43, 48
Business affairs 12, 34, 39, 42, 44, 55-57
Business culculton 14, 16
Career services 22, 21, 26, 37, 43
Chendistry 10, 13, 14, 17, 22, 24
Chiralogalistics and the services 22 Calculation 14, 16
Career services 22, 21, 26, 37, 43
Chendistry 10, 13, 14, 17, 22, 24
Chiralogalistics 22
Chiralogalistics 22
Calculation 24
Chiralogalistics 22
Calculation 24
Chiralogalistics 23
Calculation 24
Chiralogalistics 23
Calculation 24
Calculation 24
Calculation 24
Calculation 25
Calcul Classics 22 Communication 9, 11, 14, 16, 22, 23, _ 27, 43

Communication 9, 11, 14, 16, 22, 23, 27, 43
Computer information systems 14, 24
Computer science 9, 10, 12, 19, 21
Computer services 23, 25, 28, 46, 41
Conflict management 19
Communic education 39, 41
Counseling 15, 21, 22, 26, 33, 40
Craticulum fevelopment 14, 20, 22, 51
Dance 22
Deans 44-49, 51, 52
Decision sciences 43
Dentistry/dental hygiene 21
Development 11, 26, 28, 29, 43-35, 37, 38, 49-44, 51-50
Development 3, 15, 12, 22
Editional perfums 44
Eartly childhood/elementary citication 12, 13, 15, 18-20, 22
Editional perfums 44
Educations 9, 11, 14, 22
Editional perfums 44
Education 13, 15, 16, 19, 20, 22, 35, 47, 54

Mulikaliutal pifai s/hades 13, 21 Museum studies/curator 35, 42 Museum studies/curator 35, 42 Museum studies/curator 35, 42 Museum studies/curator 35, 42 Museum studies/curator 35, 43 Museum 11, 15, 22 Pinamacy 10, 20 Philosophy 9, 15, 22 Photography 15, 24 Physical education 10, 18, 22, 23, 39 Physical plant management 34 Physical therapy 23 Physical therapy 23 Physical therapy 23 Physical 10, 13, 22, 24, 43 Pulitical science 9, 11, 14, 17, 19-22 Physical characteristics, chancelloss, executive directors 9, 31, 55, 57-59 Puschdents/staff5, 31 Production/speriations management 22 Psychology/psychiotry 9, 11, 17, 20-22, 6 Public administration/populations and 12, 25, 55, 56 Publications 43, Cumulitative unchoch/statistics 11, 13, 28 Radioviclevision 27 Radiobogs/cathography 23 Radioviclevisum 27 Radiovice/radiography 23 Reading 14, 19, 21 Regressian/leisure studies 22, 24 Religious studies/theology 17, 20, 22, 9 ducational administration/leadership 9, 18, 20, 22, 35 ndations 20-22 uch positions 23 Research positions 21
Research administration 18, 26
Residence life 22, 26-28, 30-33, 35-4,
40, 49 Educational apportunity/ Educational research 22 Fducational revenuch 24
Employment brucks 24
Emergy studies 43
Engineering [3-15, 34, 46
English 9, 11, 13, 15, 16, 19-22, 24, 27
English as a second language 20, 24
Environmental/Industrial health 40
Environmental setences 11, 24, 29, 37, 57
Extension services 35, 36
Faculty/forustructional development 44, 45, 48, 49, 51
Emmily studies 22

40, 49
School psychology 25
Sciem oficcionalogy 15, 20, 22, 37, 44, 8
Sticial sciences 13, 21, 24, 28, 37
Sucial studes 13, 14
Social workservices 11, 12, 16, 20, 22
Suchology 0, 11, 14, 19, 21, 22
Special education 15, 19, 20, 22, 41, 6
Special reducation 13, 16, 21 43, 49, 31
Family studies 22
Fellowships, chairs 20, 21, 24, 25, 27
Finance 11, 14, 17, 21, 22
Financial aid 49
Fire science 19, 20
Food service/technology/science 11, 22
Foreign languages 9-12, 14, 16, 20, 22, 24, 25
Foreign positions 9 Spectabilitetoric 13, 16, 21
Sport acteur c 22
Stutient affairs/service/activities 22, 28, 30, 32, 36, 40, 43, 44, 48, 47, 51-51
Student union 30, 40
Technology transfer 28, 36, 39
Telecomanulications 15, 35 Casconomunications 15, 35
Teatiles/clothing 22
Theatre arts 11, 16, 22
Urbanvergional planning 11, 24
Veterinary medicine 34
Vice-presidents, prososts 10, 11, 30, 51, 51
Women's studies/affairs 13
Writing 11, 19

Geographic Index to Positions Available

Missouri 9, 10, 12, 15, 16, 20, 20, 38, 34, 39, 34, 47, 49, 51, 50

Muniana 38, 55, 57

Nebraska 14, 38, 41, 42, 46, 50

New Hampshire 13, 16, 23, 32, 34, 37

New Jersey 17, 20, 21, 25, 20, 40, 40

New Mexico 11, 14, 17, 21, 24, 28, 29, 54, 57, 59

New York 11-16, 18, 19, 24, 25, 27, 31, 33, 34, 36, 39, 41-35, 46-48, 51, 52, 54-57

North Cerolina 16, 19, 21, 22, 25, 29, 31. Alabama 18, 21-23, 26, 29, 31, 37, 41, 57 Alaska 24, 35, 47 Atlzona 15, 19, 36, 40, 49, 57, 59 Arkansas 12, 13, 15, 21, 27, 30, 40, 43, 45, 52 California 12, 13, 16, 17, 19, 20, 23, 24, 26, 28-30, 32-34, 38, 39, 41, 42, 44-46, 48, 49, 51, 52, 56, 59 Colorado 17, 24, 25, 34, 35, 37, 43, 44 Connecticut 13, 14, 20, 30, 36 Connecticut 13, 14, 20, 30, 36 Delaware 13, 27, 30, 33 District of Columbia 10, 11, 17, 18, 28, 33, 34, 36, 39, 41-43, 46-48, 31-24-57
North Carolina 10, 19, 21, 12, 25, 29, 31, 39-41, 45, 46, 51
Nurth Dakola 29, 40, 52
Ohlo 11-14, 16, 19, 22, 24, 27, 29-31, 35-37, 39, 43, 45, 47, 52-54
Oklehoms 12, 18, 21, 26-28, 36, 31, 37, 48, 31, 52, 55
Oregon 10, 14, 15, 30, 46, 53
Pennsylvania 9, 13, 17, 21, 22, 25-37, 38, 28, 33, 33, 35, 39, 41, 44, 48, 49, 51, 51, 53, 58, 58
Rhode Island 32, 38, 46, 20, 12, 38, 38, 38 30, 36-38, 47 Florida 8, 10, 14, 16, 17, 19, 25, 27, 29, 31, 32, 35-37, 39, 40, 42-44, 46, 49, 57, 58 57, 58
Foreign 9-12, 24
Georgia 11, 12, 16, 26, 28-30, 32, 33, 35, 36, 41, 53-55
Flawaii 20, 29
Idaho 40-42, 45
Illinois B, 12, 14, 15, 17, 20, 22-29, 31, 34, 36, 37, 39, 41-44, 47, 48, 51, 54, 55, 57
Indiana 22, 24, 26, 23, 26, 23, 20, 40 31, 33-36, 39, 41, 49, 53, 54, 58
Rhode Island 32, 38
South Carolina 12, 17, 25, 29, 32, 38, 38, 41, 43
South Dakota 13, 22, 29, 31, 48, 52, 54, 54
Teanesace 12, 16, 17, 25, 32, 33, 44, 53
Teaas 10, 14-22, 24-26, 29-33, 35, 37, 38, 41-43, 45-48, 57-54, 57-59
Usab 11, 17, 25, 27, 52, 43-45
Vermont 14, 17
Vermin 8, 13, 21, 23, 27, 30, 33, 37, 37, 40, 41, 43, 44, 46, 48, 49, 51, 52, 91, 42, 44, 46-49, 55, 59
West Virgins 8, 10, 21, 34, 23, 28, 31, 34, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 39, 42, 43, 44, 46-48, 52, 53, 55, 56, 38
Wyoming 14, 45 35, 30, 37, 39, 41-44, 47, 48, 51, 54, 55, 57
Indiana 22, 24, 26, 27, 36, 37, 39, 40, 47, 49, 56, 57
Iowa 14, 15, 18, 22, 28, 33, 37-41, 52
Kansas 19, 21, 24, 30, 39, 48, 51
Kentucky 13, 16, 18, 31, 39, 42, 56
Loudsiana 8, 9, 12, 13, 26, 28, 29, 35, 38-40, 48, 56
Mairo 35
Maryland 12, 18, 19, 32, 34, 40
Massachusetts 13, 19, 29, 34, 35, 37, 39, 40, 43, 49, 52, 56, 57
Michigan 17, 19, 21, 22, 24, 27, 33, 36, 38-40, 43, 44, 47, 48, 55
Minnesota 15, 31, 38, 40-43, 45, 46, 51, 53, 55, 59
Missirippi 18, 29, 37, 42

· Wanted

Health education 22
Health services 13, 17, 32, 44, 52, 54
Higher education administration 10, 8, 20, 22, 53, 57, 59
History 9, 11, 13, 14, 17, 26, 22, 32
Humanychild development 15, 22, 33, 56
Human resources 41, 44
Humanities 21, 24
Industrial technology 15
Industrial vocational education 44-8, 51
Information systems/services 10, 21, 2, 27, 28, 42, 45, 52
Institutional research/development 2, 31
Institutional research/development 2, 31

Institutional research/development S, Ji Instructional media 14, 15, 35, 49, 20, 11 Instructional media 14, 15, 35, 49, 20, 11 Instructional media 15, 22 International programs/seducation 32, 51 International relations 9, 11 Journalism 9, 12 June 18, 12 June

23, 27, 30, 36, 36-40, 42, 47 Languistas 11 Management 12, 14-16, 19, 20, 22 Management information systems 13 Marketing 11, 13, 15, 16, 21, 22, 44, 64 Metheine, health sciences 12, 23, 44, 64 Ministry 31 Multicultural alfair-shaders 13, 21 Multicultural alfair-shaders 13, 21 Multicultural mathematical 31, 21 Multicultural mathematical 31, 22

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(The selection committee will not restrict consideration to persons coming to its attention from this advertisement.)

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(Vacancy No. E/PE 1/92)

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Applications aunting the vacancy number of the post applied for, full

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PSYCHOLOGY

(Fixed term for 5 years)

A joint position between the Department of Psychology, La Trobe University and the Health Department, Victoria (North East Metropolitan Psychiatric Services) is available on a five year contract basis. We are seeking to make appointment at either Senior Lecturer or Reader level of a psychologist with expertise in clinical teaching, research, and practice in the area of psychiatric rehabilitation.

The appointee will provide teaching and supervision in the La Trobe University Clinical Psychology Programme along

The appointee will be expected to contribute clinical and

Applicants are expected to have a strong background in behavioural analysis and management methods; expertise in working with current models of psychiatric rehabilitation and

with clinical, teaching service development and consultative services within the psychiatric rehabilitation programme of the North East Metropolitan Psychiatric Services.

the appointee will be expected to controlle children that the teaching input service planning and development, and consultative services to psychiatric facilities, along with teaching and supervision services to the La Trobe University Clinical Psychology Programme for half of each week. Part of this La Trobe University student supervision may be within

their implementation, and clinical and community experience in this field. Demonstrated teaching and research abilities are expected and a Ph.D. is desirable. The ability to liaise

expected and a rm. D. is desirable. The ability to haise comfortably between University and clinical settings and to facilitate the development of students in training is also emphasized. Experience in working in multidisciplinary teams in psychiatric and community settings is essential.

Inquiries to Professor Margot Prior, Department of Psychology, La Trobe University, telephone (613) 479 2475 or fax no. (613) 478 0603.

Level C \$A48,688 - \$A56,375 p.a.

they are applying. U.S.A. applicants should note that this level of appointment is approximately equivalent to Associate or full

Applicants should specify the level of appointment for which

Applications (marked confidential) and including the names

forwarded to Personnel Division, La Trobe University.

and addresses of three referees and curriculum vitae should be

For a duty statement telephone (613) 479 1368 or fax no.

(613) 471 0369.

Ref No: ACABO/1644

has eighteen schools and colleges offering 250+ degrees programs to 24,000 students at bachelor's, mester's, doctored and proclessional levels, Applicants should send cover letters and resume for University of Missouries whether they plan to attend the AACRAO meetings in Dellus since your interviewing will occur there. Greatest consideration

Closing Date: 27 March 1992



BUILLETIN BOARD: Positions available

Australia

APPOINTMENT OF

Applications will close on 1 June, 1992.

Shawnee State University

Portsmouth, Ohio 45662

College of Arts and Sciences

Assistant Professor of Mathematics

Preferred Qualifications: Doctorate in Mathematical Sciences. Teaching experience in a harcaloureate program. Experience another interest in inte-

Responsibilities: The marmal traching load is twelve consuct hours () courses per quarter in each of three quarters and includes developmental and service courses and may include a course for majors. The Department supports a variety of types of courses; developmental—ranging from basic algebra to pre-calculor; service—including mathematics for prospective elementary school teachers, statistics courses and an interdisciplinary course that is a component of the University's integrated core curriculum; major—courses that support an existing DS in National Science degice with a concentration in Applied Mathematics. Faculty are evaluated primarily trased on excellence in teaching, and also on scholarship and university service.

Salary: Commenciate with expressions is found in the property of the property o

Send: Letter describing qualifications and interests, a current vita, and three letters of reference to:

Dr. Dennis M. Travis, Dean College of Arts and Sciences Shawnee State University 940 Second Street Portsmouth, Ohio 45662-4303

Shawnee State University seeks staft who share our commitment to students as our first priority. SSU is an Affirmative Action, Equal Opportunity Employer and encourages applications from minorities, disabled persons, and Vietnamera veterans.

man be willing and able to leach a wide mage of graduate and undergraduate courses in economic/agribusiness area and possibly other agricultural areas and connect research. Ph.D. In agricultural economics or equivalent by contract initiation. Including apprehence is desirable. Priority will be given to applications received by Apri 19, 1997. Screening will continue until the contract in the property of agricultural products. Send letter of agricultural products. Send letter of application, including resume or vira, unofficial transcripts, and names of

vita, unofficial transcripts, and names of three references to Andy Nonez, Project Director, NMSU, Box JAE, Las Cruces, New Mealco 88003; (503) 646-1644. Dead-tine for applications; March 30, 1992. NMSU is an EEO/AA employer.

NMSU is an EEO/AA employer.

Allied Health: Division Chairperson. Twelve-month noshing available September 1992, at Darton College, a two-year unit of the University System of Georgia. Requires Master? Gegree, doctorate preferred. Must have appropriate cyrillication? Itensure and meet \$ACS requirements to teach in a science ducipline or allied health specialty. Munimum of two years creation experience in specialty area and teaching experience required. Responsible for all cumponents of Allied Health Division, Opportantly crists for planning an allied health building and new allied health programs. Other responsibilities include recruiting, scadenic advising will begin April 27, 1992, and committee work. Screening will begin April 27, 1992, and committee up pictain includes: resumal field. A complete application includes: resum felled and qualifications, plus statements reflecting applicant's commitment to the two-year community college; names, addresses, and telephone numbers of three currents.

Salary: Commensurate with experience. Excellent fringe benefits

Application Deadline: April 1, 1992 or until position is filled.

retire from office.

may be made.

Facsimile +61 49 21 5115.

VICE-CHANCELLOR

THE UNIVERSITY

The position of Vice-Chancellor of the University will become vacant early

in 1993 when the present Vice-Chancellor, Professor K. J. Morgan, will

The Council of the University invites applications from persons with

appropriate qualifications and experience. The Council would also

welcome suggestions as to the names of suitable persons who might

Applications and suggestions should be addressed in confidence to

of Newcastle, NSW 2308, Australia. Applicants should provide a

full curriculum vitae and names of three persons to whom reference

The University reserves the right to accept applications at a later date,

Equality of Employment Opportunity is University policy.

to re-advertise the position or to fill the position by invitation.

Further details of the position and information concerning the

University may be obtained from the Deputy Vice-Chancellor

(Academic), Professor M. P. Carter. Telephone +61 49 21 5114

the Chancellor, Honourable Justice Elizabeth Evatt, AO, The University

OF NEWCASTLE



NATIONAL UNIVERSITY OF SINGAPORE **FACULTY OF SCIENCE**

Software Engineering Man Machine Interfaces

MIS EDP Audiling Financial Modeling

INFORMATION SYSTEMS AND COMPUTER SCIENCE

metal and alloys, etectrical and magnetic materials, electronic materials

conducting polymers, applied calalysis, ionic conducting glasses, F.SCA, AES, SIMS

Applications are invited for Faculty positions/appointments in one of following departments from caudidates who must possess a relevant Ph.D. degree. Preference will be given to those who are able to teach in more than one of the areas listed under the Department they are applying to and with proven ability in research.

CHEMISTRY

High Field NMK Spectroscopy Analytical Chemistry (main group elements) Inorganic Chemistry (main group elements) Physical Organic Chemistry Malerials Science (composite materials)

PHARMACY

Pharmaceutical Chemistry/Pharmaceutics

PHYSICS Materials Science

Surface Science

Applied Ruclear Physics Experimental Solid State Physics

Besides appointments on normal 3-year contracts, visiting appointments for one or two years will also

Gross annual emoluments range as follows

Lecturer \$\$50,390.64,200 Senior Lecturer \$\$58,680.100,310 Associate Professor \$\$88,650.122,870

(US\$1.00 = \$\$1.61 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appoint-

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$\$1,000 or \$\$2,000, subsidised housing at nominal rentals ranging from \$\$100 to \$\$2.6 p.m., education allowance for up to three children subject to a maximum of \$\$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and research. All academic staff have access to the following conjuder and relecommunication resources: and individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MTLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail. A compus-wide network, which is based on the high speed optical fibre based PDDI technology, links up all the academic staff and student microcomputers. UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, internet and BITNET.

Application forms and further information or terms and conditions of service may be obtained from: Application forms and further information on terms and conditions of service may be obtained from:

Personnet Department National University of Singapore 10 Kent Bidge Crescent Singapore 0511

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

MATHEMATICS FACULTY OPENING

BROOKHAVEN COLLEGE, DALLAS, TEXAS

Brookhaven College, one of the seven campuses of the Dallas County Community College District in Dallas, Texas, invites applications for a full-time mathematics/developmental mathematics faculty position beginning January, 1993. Faculty load is 15 hours per semester. Salary is dependent upon education and experience. Entry level salary is \$29,000.

Requirements: Master's degree including 18 graduate hours in math and

For application: Please send a fetter of application, curriculum vitae, personal copies of transcripts of all coursework, and three current letters of recommendation to:

Pat Miller, Dean Science/Math Division Brookhaven College 3939 Valley View Lane Farmers Branch, TX 75244-4997

EEO/D/AA Employer

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A
Teli (212) 751-0531

COLUMN G UNIVERSE

Department of **Physical Education** and Recreation

Gallaudet University is seeking to fall a 9 month, tenure-track instructor/Assist-9 month, tenure-track instructor/Assist-ani Professor position in Department of Physical Education and Recresition jun-dengraduate level) for the 1992-93 aca-demic year. Salary is dependent upon qualifications.

demic year. Salay is dependent upon qualifications.

QUALIFICATIONS: Ph.D. highly desired; M.A./M.S. required. M.A./M.S. candidates must have completed or planned coursework leading to an advanced degree. M.A./M.S. should be in Physical Education with emphasis in Evercles Science, Fitness Management, Amestology or closely related field. Demonstrated ability to teach these areas at undergraduate level required. Demonstrated undergraduate level required. Demonstrated undergraduate level required. Demonstrated undergraduate level required. Demonstrated ability any desire to work within a program that places emphasis on teaching excellence in providing service to Gallaudet's global constituency. Ability and/or interest in writing grant proposals and participating in offer scholarly activities. Demonstrated competency in sign language skills must puricipate in a paid, 8-week summer orientations/sp. language program repart in a party, aweek summer orientationsign language program which starts june 8, 1992. Sign language evaluation is an integral part of faculty evaluation for reappointment, promotion and tenure.

pronotion and tenure.
RESPONSIBILITIES: Teach undergraduate courses in Exercise Physiology, Kinesiology, and Fitness Management.
Provide leadership for Fitness Management program. Supervise student Interns. Participale in Department,
School and University Committees.
Teach Backpacking, Canoeing/Kayaking or other activity classes. Seek and
acquire outside funding. Advise undergraduate majors in Physical Education.
STARTING DATE: August 16, 1992.
APPLICATION PROCESS. Send with STARTING DATE: August 16, 1992.
APPLICATION PROCESS: Send vita, statement of interest, and the names of at least 3 references qualified to comment on your teaching skills to E. Ronald Dreher, Chalmerson, Department of Physical Education and Recreation, Gallaudet University, 800 Florida Avenue, NE. Washington, DC 200025; 1020) 651-5591 (V/TDD), (202) 651-5591 (FAX), "E" mail, ERDREHER is GALLUA. Applications must be postmarked by April 13, 1992.

marked by April 13, 1992.
Gallaudet University is an Equal Opportunity Employer/Educational Institution, Programs and services offered by Gallaudet University recover subabantal iffrancial support from the United States Department of Education. Ethnic and racial minorities, women, and deaf and hard-oi-learing candidates are especially encouraged to apply.
Gallaudet University is an Equal Opportunity Employer/Educational Institution. Deaf, Hard of Hearing, Disabled, Ethnic, Minorities and Women are strongly encouraged to apply.

Enquiries may also be sent through BITNET to: PERPL @ NUS3090, or through Telefaxi (65) 7783948.

University of Alberta Edmonton

Vice-President (Research)

The University of Alberta invites applications from, and nominations of, qualified women and men for the position of Vice-President (Research). The appointee is expected to take office on January 1. 1993. The University intends to conduct interview in June and therefore wishes to receive applications by May 10, 1992.

The University of Alberta is recognized as a centre of excellence in Canadian higher education, with many teaching and research programs of international distinction. Founded in 1908, it is the second largest university in Canada, with full-time enrollment of over 25,000 students, in undergraduate, graduate and professional programs. It has an operating budget in excess of \$300 million, and receives over \$70 million in sponsored and contract research funding annually. The University has one of North America's outstanding libraries, with collections of over 3 million printed volumes, 2.5 million microform volumes, 700,000 government documents, and 20,000 serial subscriptions.

The Vice-President (Research) is responsible for providing leadership and vision in the support and administration of research at the University through the promotion of a standard of excellence in research and scholarship which will bring international acclaim to the University's research programs. Reporting to the Vice-President (Research) are the Research Grants Office, the Office of Intellectual Property and Contracts, and several distinguished interdisciplinary research centres. The Vice-President (Research) has overall responsibility for the administration of research grants and contracts, for liaison between the central administration and public and private institutions which fund research, and for the dissemination of research findings to the community the University serves. Candidates will have a distinguished record of research and teaching, and experience in academic administration.

Applications or nominations with curriculum vitae should be sent to:

Dr. Paul Davenport, President Room 3-1 University Hall University of Alberta Edmonton, Alberta, Canada T6G 2J9 Telephone: (403) 492-3212

The University of Alberta is committed to the principle of equity in employment. The University encourages application from aboriginal persons, disabled persons, members of visible minorities and women.

CENTRAL OREGON

COMMUNITY COLLEGE

INSTRUCTOR-BIOLOGY/

PHYSICAL SCIENCE

Teach biology and chemistry. Requires Master's in Biological Science; Ph.D. or ABD preferred. SALARY: \$27,800-\$34,100 19 month, probationary, faculty appointment). Begin 9/92. DEADLINE: 4/23/92. For required application, contact Human Resources, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend, OR 97701; (503) 585-5513. EEO/AA.

THE UNIVERSITY OF HONG KONG

Director in the Centre for the

Further particulars and application forms may be obtained from Appointments (40380), Association of Commonwealth Universities, 36 Gordon Square, London WC1H DPF, UK; or from the Appointments Unit, Registry, The University of Hong Kong, Hong Kong (Fax (852) 5592058; E-mail: APPTUN-T®HKUM1.HKU,HK).



DEPARTMENT OF NUTRITION AND FOOD **SCIENCES**

Tonured position at full professor level requires a Ph.D. in nutrition, tood science, or closely related area; established record of research/scholarly productivity; recognized national leadership in area of experitse, success in obtaining extramural funding; administrative experience involving research, teaching, and/or exterelon; ability to work effectively with faculty, administrators, students, and the public; and must qualify for fenure and rank of professor. Will provide leadership to multi-disciplinary faculty is instruction, research, and extension of direct/facilitate management of budgels. Submil letter of application, résumé, and names and letters of recommendation from live refarences to Dr. Deloy Hendricks, Chair. NFS Bearch Commilles, Department of Nutrition and Food Sciences, Utah State University, Logen, UT 48322-4700. Review of application will begin May 1, 1992; position open until filled. Utah State University and arequal Opportunity, Affirmative Action Employer. Qualified women, microtides, and members of other protected groups are encouraged to apply.

references; and unofficial transcripts of all culture work (official transcripts required before employment). Salary range: \$48,000-\$59,000, Bank commensurate with

Anthropology: Syracuse University, Department of Anthropology invites applications for a two year or possible teamet-trace position in Historical Archeology, startles Fall 1992. Candidates must also have the ability to teach Anthropological Archeology and Prehistory. Area open, specialization in the American is preferred. Applicants should have a Doctoral Degree, effective undergraduate teaching capability, and interests compatible with the current departmental configuration and with the Maxwell School Puble. Policy thrust. Send via and letter of application by April 3, 1992 to: Douglas V. Armstrone, Chair, Search Committee. Department of Anthropology, Syracuse University, 188 Beawer Hall, Syracuse, New York 13244-1200. Women and minonity candidates strongly encouraged to apply. AA/EOE.

Bulletin Board (202) 466-1050



NATIONAL UNIVERSITY OF SINGAPORE **Faculty of Arts and Social Sciences**

Applications are invited for teaching appointments in one of the following departments from candidates who must possess a relevant Ph D. degree. Preference will be given to those who are able to teach in more than one of the areas listed under the Department they are applying to.

CHINESE STUDIES

Chinese Etymology, Phonology and Semantics Chinese Linguistics, Rhetoric and Grammar Classical/Modern Chinese Uterature Modern China/Chinese in Southeast Asia

ECONOMICS AND STATISTICS Marketing Research Money and Banking History of Economic Thought Environmental Economics

Asian Economies Actuarial and Financial Statistics East Asian Economies Economics of Banking and Financial Institutions Financial Economics
Managerial Economics
Mathematical Economics

Managerial Accouniing Micro- and Macro-Econ Social Accounting and Economic Planning Statistical Computing Statistical Methods

ENGLISH LANGUAGE AND LITERATURE

Literature Comparative Literature (covering at least one major Asian Literature) Modern Drama Film Criticism and History (an Interest in Asian films will be an advantage)

> GEOGRAPHY Regional Planning Environmental Studies

Cimatology Computer Cartography Remote Sensing and Biogeography

Southeast Asia especially Vietnam European History (in any period from 16th to 19th Centuries) with ability to teach Western Civilisation JAPANESE STUDIES

teach in a sub-field in addition to their main areas of specialisation. Preference will be given candidates who ca **MALAY SYUDIES**

Applied Linguistics with special reference to Malay and Indonesian Sociolinguistics with special reference to Malay and Indonesian Sociology of Literature with special reference to Malay and Indonesian Literature Cultural Anthropology with special reference to the Ethnography of the Malays

MASS COMMUNICATION

POLITICAL SCIENCE

Public Personnel Administration Public Administration Systems Research Methods in Public Administration Public Administration—

Development Administration Public Policy Analysis International Politics of East Asia, with special

mohasis on Japan's Foreign Policy SOCIAL WORK AND PSYCHOLOGY

Social Work
Candidates should possess a Ph.D. degree in Social Work and relevant teaching experience, particularly in either group work theory and practice or community development. Additional experience in one or more of the following areas will be an advantage:

Design and Application of Group Therapy Direct fieldwork Practicum Interpersonal Practice Human Services Management family Social Work and Family Therapy

Psychology
Candidates should possess a Ph.D. degree in Psychology and have teaching experience at University level. They should also have specialised experience equipping them to teach in one or more of the following areas: Educational Psychology Physiological Psychology Psychological Testing and Measurement

Cognitive Psychology Health Psychology Industrial Psychology Occupational Psychology

Experience in one or more of the following will be an additional advantage

Applications of Psychology On-line Use of Computers in Teaching Psychology SOCIOLOGY

Social Stratification Urban Sociology Preference will be given to candidates who have teaching and/or research experience within Southeast Asia.

Besides appointments on normal 3-year contracts, visiting appointments for one or two years will also be Gross annual emoluments range as follows:

\$\$50,390 - 64,200 \$\$58,680 - 100,310 \$\$88,650 - 122,870 Lecturer Senior Lecturer Associate Profe (US\$1.00 = \$\$1.63 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment

offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$51,000 or \$52,000, include provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$51,000 or \$52,000, subsidised housing at nominal rentals ranging from \$5100 to \$5216 p.m., education allowance for up to three children subject to a maximum of \$516,425 per annum per child, passage assistance and baggage allowance children subject to a maximum of \$516,425 per annum per child, passage assistance and baggage allowance children in the provided of account of the provided in the passage assistance and baggage allowance children in the provided in for the transportation of personal effects to Singapore. Stall members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

emonitoring in a current student enrolment of some There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for reaching and research... 15,000. All departments are well-equipped with a wide range of lacitities for reaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power a NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; volce-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers. UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, internet and BITNET.

Application forms and further information on terms and conditions of service may be obtained from

The Director The Infector
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511 The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A.
Yel: (212) 751-0331

Engulies may also be sent through BITNET to: PERLIMSK@NUS3090, or through Telefax: (65) 7783948

A DCCCD application form will be sent to applicants for completion and return, All application materials must be received by the deadlike of May 1,

Admissions: Applications are now being accepted for the position of Aspociate Director of Admissions is the Resistrar's Office of the University of Central Florida. Since qualifications are as follows: Matter's degree in an appropriate and four years of appropriate experience: or a backlor's degree in an appropriate area of aprecialization and six years of appropriate appropr

vide personal and career counseling services to students. Some invol is required. Master's degree in counseling, college student development or related field required; may consider master's chackdates completing degree by May, 1992; contacting and student recruitment experience desired; it censed professional connector preferred. Available immediately; twelve-month position. Pay state [4] salary \$24,348. Sond cover letter and resume by April 6 to Personnel: Office, Fairmont State College, Pairmont, West Virginia 26534.

Admissions / Recruitment: Associate Di-rector of Recruitment and Admissions, The University of West Florids. The University of West Florids is seeking an Associate Di-rector of Recruitment and Admissions who can pring a creative and dynamic direc-sion to the University's student recruit-ment program. The position is available starting July 1, 1992. Located in Pensacola; Florids, The University of West Florids is a regional public institution service North-west Florids and an urban area of approxi-mately 300,000. Five military bases are in



Development of Tertiary Teaching & Learning (Ref. 91/92-77)

Applications are invited for the post of Director in the Centre for the Development of Tertlary Teaching & Learning which will be at Senior Lecturer level. The filling of this post is subject to availability of funds, but it is hoped to make an appointment with effect from September, 1992. The Centre for Development of Tertlary Teaching & Learning (CDTTL) is a newly created entity in the University. The main functions of the CDTTL are to establish and metatain a framework for the coordination of a comprehensive and innovative programms of professional development for academic staff; to support individual mambers of the staff to evaluate, extend or otherwise develop their teaching, research, and administrative skills; and to support departments and other units to evaluate or revise aspects of their curricule. Applicants will be expected to have a higher degree with substantial teaching. Applicants will be expected to have a higher degree with substantial teaching experience at tertiary level and knowledge of higher education issues and trends. Demonstrated abilities in working with academic staff on curriculum planning, evaluation of teaching methods, and provision of professional development programmes, are highly destrable.

Annual salary (superannuable) is on a 9-point scale: HK\$480,360-645,300 (approx. US\$1-HK\$7.80 as at February 25, 1992). Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross income. Housing at a charge of 7.5% of salary, children's education allowances, leave and medical benefits are provided.

Closes: 11 April 1992.

the immediate vicinity. With over 7,800 students, the University offers undergraduate and graduate programs in the Colleges of Arts and Sciences, Business, and Education; the Division of Computer Sciences; and the Office of Extended Learning. The Associate Director of Recruitment and Admissions reports to the Director of Recruit-

ment and Admissions and is responsible for development, implementation, and supervision of the University's student recruitment program. Salary: \$25,810-46,500. Qualifications: Evidence of creative, dynamic approach to recruitment of students, with firesh ideas about recruitment of freshmen, upper division, and graduate students

including reinorities and females; ovidence of exoptience in the design of recruitment materials; four years successful experience in subdent recruitment, experience in subdent recruitment personnel; experience in the use of computers in recruitment programs; ability to interact effectively with diverse groups of people, prospective students, pagents, altimati, faculty, school personnel, and community members; excellent written and oral communication, sidits; musters a degree preferably in a field related to the duries of the position. Application procedures: Application procedures: Application procedures; Application describing experience, and at least three letters of recommendation by March 15, 1992 to: Chairperson, Search for Associate Director of Recruitment and Admissions, Office of Recruitment and Admissions, Of

Advertising: Texas Tech University School of Mess Communications seeks an assist-

Apleabural Engineering: Soil and Water Entineering: Two year USAID funded position, finand College of Agriculture, Malawi, Teach, Surveying and Soil Eronium, Electricary Remote Scotling, Hydrobay and Hrindics, and Mariolica and Engine and exposite assessment or small cale funding. Graduate degree in Agricultural Engineering or cultivation, teaching solutions of the College and developing solutions of the College and State of the College and S Apicabure Martering / Extension: New Mento State University Cooperative Extension Associate as Martering and Rural Leptership Specialist Part Apicabural Improvements and holic Affairs Project. M.S. degree re**NATIONAL UNIVERSITY**

Department of Medicine

Applications are invited for teaching appointments in the Department of Medicine in one of the following areas:

Medical Oncology

(US\$1.00 = S\$1.61 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered. In addition, appointees will receive a Specialist Allowance 15A) under the Professional Fee Scheme, the rates for which are as follows:

Associate Professor 40% of gross salary

Senior Lecturers and Associate Professors who are designated Consultants may
tetain in full professional fees earned during the clinical sessors devoted to
private patients which are over and above their SA up to twice their goss annual
salary. For additional fees earned thereafter, part of the fees to be retained by the
staff members will depend on his controllation to teaching, research and clinical
service. Lecturers and Senior Tecturers designated as Senior Registras may
retain professional lees earned over and above their SA, up to 60% of their gost
annual salary. The number of sessions for private patients will be limited to 4 ou
of 11 sessions in a week.

to 11 sessions in a veex.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a setting-in allowance of \$\$1,000 or \$\$2,000, subsidisel housing at nominal rentals ranging from \$\$100 to \$\$210 p.m., education allowance for up to three children subject to a maximum of \$\$10,000 per annum per child, passage assistance and hagging allowance for the transportation of personal effects to \$100,000 per annum per child.

Application forms and further information on terms and conditions of service, including the Professional Fee Scheme, may be obtained from:

Enquiries may also ix: sent through BITNET ht: PERVLI @ NUS3090, or through Telefax: (65) 7783948.

\$\$53,160-64,200 \$\$58,680-100,310 \$\$88,650-122,870

25% or 40% of gross salary

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A
Tel: (212) 751-0331

Doctorate in Social Work or a related field
 Master of Social Work preferred
 Demonstrated record of securing

Emphasize records
 Scholarship
 Knowledge of funding resources
 at federal and state government
 levels and of foundation
 administrative and teaching

Must meel University requirements for tenure at the Associate or Full Professor rank Salary is competitive and commensurate with expenence

grants Demonstrated record of

lenk and Selery:

Interested persons should submit a letter of application, curriculum vita, a sample of recent publications, and the names, addresses, and phone numbers of three references. Applications from ethnic minorities and women are welcomed. The search will remain open until the position is filled but screening will begin March 2, 1992. For early consideration, send application materials to.

The University of Itimois is an Affirmative Action-Equal Opportunity Employer

40% of gross salary

Candidates should possess an approved basic medical degree with recognised postgraduate qualifications and preferably training in one of the above subspe-cialities.

Gross annual emoluments range as follows:

OF SINGAPORE

M

Lecturer Senior Lecturer

Lecturer Senior Lecturer Associate Professor

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

UIC The University of Illinois at Chicago

JANE ADDAMS COLLEGE

invites applications to fill the newly created position of Associate Dean (Effective August 1992)

Support and stimulate faculty seeking external funding for

essand statement through the research
Create an almosphere among faculty that emphasizes funded and nonlunded research
Develop a positive and working network with federal, state, and found after federal, state, and

loundation funding resources. Develop systematic arrangements for academic-service agency collaboration in practice-relevant

ide technical assistance to faculty in the design and preparation of research prop

Professor Dee Morgan Kilpetrick, Chairperson Search Committee for the Associate Dean Jane Addama College of Social Work (M/C 309) The University of Illinois at Chicago Box 4348 Chicago, filmois 60680

OF SOCIAL WORK

Position:

Faculty of Education ASSOCIATE PROFESSOR IN EARLY CHILDHOOD **EDUCATION**

(Level D) (Tenurable) Re-Advertised

Position No: 15/92

Education is one of the six faculties that make up UWS, Nepeam, In 1992 it will offer undergraduate and postgraduate courses to over 1,100 students in the areas of Early Childhood, Primary, Secondary, Special Education, School Counselling, Educational Administration and Educational Computing.

Educational Computing.

UWS, Nepean Is seeking a person with an outstanding reputation as an early childhood educator within a field of study relevant to its existing courses, including: Child Development, Special Education, Family Studies, Centre Administration and Assessment. The successful applicant's main task will be to provide academic leadership in teaching, course development, research and consultancy. This will involve the fastering of links with educational authorities, the co-ordination of team based. authorities, the co-ordination of team based activities and the establishment of a Centre for Early Childhood and Family Studies. The appointee will teach within the Faculty's undergraduate and postgraduate courses and will supervise higher degree work.

Benefits include superannuation, in certain instances assistance towards relocation and removal expenses, study leave and long service leave, and the right of limited practice and consultancy.

SALARY: A\$60,475-*A\$66,625 per annum
*Top of salary range not available until July 1992. ENQUIRIES: Associate Professor Trevor Cairney, 61 47 36 0264

Application forms, duty statements and criteria for appointment are available from the Human Resources Division, Westmead Campus 61 2 685 9029, or the Human Resources Division, Kingswood Campus, 61 47 36 0408.

Applications in triplicate stating full personal particulars (including work and home addresses, telephone and fascinile numbers), qualifications and and experience should reach the Recruitment Officer, Human Resources Division, University of Western Sydney, Nepcan, PO. Box 10, Kingswood, New South Wales, Australia 2747, by 22nd April, 1992. Fax No. 61 47 360 327. The University reserves the right to make no appointment to this position.

An Equal Opportunity Employer



FACULTY POSITIONS Accounting

Kennesaw State College, a comprehensive and progressive regional college recently recognized as up and coming in US News & World Report, invites applications for existing/anticipated faculty positions in the Department of Accounting, Located in an attractive suburban area in Metropolitan Atlanta, the college is one of the fastest growing in the University System of Georgia, enrolling 11,000 students in a broad array of high quality undergraduate and graduate programs including an MBA and an MBA for Experienced Professionals.

Kennesaw State College has established a notable record employing women and minorities and strongly encourages applications from both

groups.

Qualifications/Responsibilities: Professional certification and Ph.D. or D.B.A. in accounting preferred; MBA/CPA or ABD will be considered. Teach a variety of undergraduate/graduate courses. College expectations include commitment to excellence in teaching, schularship, and service. Salary/Rank: AACSB competitive and dependent on qualifications and

Application instructions: Positions are available September 1992. Applications will be accepted until positions are filled; however, to guarantee cunsideration, applications should be received by April 3, 1992. Send a letter of application, viin, and a list of references to Dr. Ralph Frey, Chair, Department of Accounting, School of Business Administration, Kennesow State College, P. O. Box 444, Marietta, GA 30061; (404) 423-6316.

Affirmative Action, Equal Opportunity Employer

Anthropology Arkansas State University. Tessure track position in Department of Suciology, Social Work and Geography. Full 1992 (starting date August 15). Primary tracking/research laterest in cultural anthropology with secondary interest in criminalogy or sociology. Affillated with Arkansas Artheological Survey. Regutred: Ph.D. in Anthropology. Will consider ABD. Repti: Assistent Professor. Contact Dr. United Frendiger. Department of Sociology, Social Work, and Geologiphy. P. D. ing 1899, State University, Arkansas, Artheological Survey of Geologiphy. Ph. D. ing 1899, State University, Arkansas, Artheological Survey of Geologiphy. Physical Contract Vis., 1st of four restretest, and transcripted (Geological Socialistics), Applications will be accepted until

May 15, 1992. Arkantas State University is an Equal Opportunity. Affirmative Action Employee located in Jonesboro, Arkansas. Women and misorities are excurringed to

SCHOOL OF NURSING Department Heads and Faculty Positions

EAST TENNESSEE STATE UNIVERSITY

The School of Nursing is comprised of three academic departments and offers accredited associate and baccalaureate degree programs with advanced placement options for accelerated completion. A master's program began in August 1991. The School is a co-recipient of a major W.K. Kellogg award granted to the Division of Health Sciences, as well as other grants and contracts which enable the School of Nursing to operate two nurse-managed clinics - one for the homeless and one extended hours clinic in a rural area. clinics - one for the homeless and one extended hours clinic in a rural area. Chair, Department of Adult Nursing; Chair, Department of Professional Roles/Mental Health Nursing positions require doctorate in nursing or related fields and master's in nursing. Documented achievement in teaching, research and service to be appointed at the minimum rank of Associate Professor. Requires community involvement, membership in professional organizations, demonstrated leadership abilities, and flexibility and wallingness to work non-traditional hours at times. Minimum experience of five years in aursing education with preference for experience in a university setting; chircle experience required. Applications accepted until position is hilled. Review and selection process to begin immediately. Only completed applications will be considered.

Parently to teach in all specially areas. Anticipate additional new renure-track and non-tenure track positions due to expansion and grants. Master's in tursing required; ductorate preferred. Certificate as nurse-practitioner desired for several positions; practice options available; experience in nursing required and teaching experience preferred. Review of applications will begin immediately and continue until positions are filled.

Additional Temporary Positions which combine teaching and clinical practice as an FNP. Must be eligible for ANA certification as a nurse practisioner and TN prescriptive privileges. Evening and weekend clinics in some pusitions. Positions contingent upon continued grant and contract funding. All applicants must demonstrate the ability to communicate effectively in written and spoken English. Applicants must be eligible for licensure in Tennessee. Send via and names/addresses of four references with letter of application which indicates position of interest to:

School of Nursing
P. O. Box 70,617

East Tennessee State University
Johnson City, TN 37614
Phone: 015-929-5626

ETSU is an Equal Opportunity, Affirmative Action Employe

| 1254 | 1255 | 1255 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256 | 1256

BARAT COLLEGE

Barar College, an independent, four-year, co-educational liberal arts college with a rich Calholic heritage, is seeking candidates for the full-time positions described below. Applicants must have a strong commutment to undergraduate liberal arts education. Starting date: September 2, 1992.

The College: A national liberal arts college, Barat was chartered in 1918 and is located in a beautiful subnrban community 29 miles north of Chicago on Lake Michigan. Over 700 students from 20 states and 18 foreign countries attend Barat, which offers a range of programs. With a faculty devoted to the reaching and development of students, the College provides a vital currentum, a time library, and an attractive and historic campus in which to foster intellectual, social, and spiritual growth.

POSITIONS

Biology: Assistant Professor, with Ph.D. and teaching experience, to help develop a strong biology major as well as general education courses. Management and Business: Assistant Professor, 1th.D. preferred, or M.B.A.—both with business experience. Concentration in Business Organization and willingness to teach a broad range of courses. Mathematics/Computer Studies: Chair (rank negonable), Ph.D. in math and broad-based computer knowledge and teaching experience. Will help develop a math major as well as enhance computer studies.

Application letter, curriculum vitae, references (including telephone mun-bers), and unofficial transcripts should be sein by March 30, 1992, 10: Dr. Donald Yamiella
Vice President for Academic Affairs
Barat College
700 East Westleigh Road
Lake Forest, Illinois 60045

Barat College is air equal opportunity employer. CONTROL OF THE PROPERTY OF THE

livity and service also expected, Ability to teach introduciny sociology desirable. Teaching load inrgely survey courses, Poellion contingent upon funding. Send letter of application, vita, three letters of recommendation by April 1 to Dr. Art Van Alsyne; Department of Sociology, University of South Carohna-Alten, Alten, South Carolina 29801. AA/EO Employer.

Aquaculture/Aquatic Sciences; Assistant Professor, Teature track, Teach courses in Aquaculture, Fish Nutrition, Aquatic Eccelogy, Fish Reproduction, Ichinyology, and Fish Peshology. Other responsibilities include: directing development of operational aquaculture/fish banchery complex; maintaining outrechs services; tudent advisement; college service; professional development. Doctocate in Fisheries Science or related discipline required. Record of successful teaching experience, commitment to excellence in teaching and an animent to excellence in teaching and animent of the control succession seatman experience, constitument to excellence in leaching and an apprecipiton of education at the Associate
Descret eved desirable. Salary commensurate with education and experience. Applications reviewed as received and accopied
until position is filled. Letter of application,
resume and the pames and addresses of
three references to Director of Employee
Relations, State University of New York
College of Asriculture and Technology,
Morrisville, New York 13408. An REO/AA
Employer.

Arabic: Ohio University, Athena, Ohio. The Department of Linguistics has a term position, Jastrocor of Arabic, beginning September 1, 1992. Applicants must have at least an ABD in Linguistics or Foreign Language Education, Native or near-native competence in Modern Arabic. Has some teaching experience, William to edicate time to teaching Arabic language, develop teaching materials, and monitoris and improve the Arabic language instruction. Salary is \$22,000 plus benefits. Teaching load: 3 courses a quarter. Application desidination of the Course of the Cou

Architecture: Architecta, California State University, Fullerton seeks a licensed architect or engineer to serve as Director of Design and Construction. This position provides overall coordination for all construction profess on empits and is responsible for the design of minor profests. Permanent position, excellent benefits. For additional information call (714) 773-2122. Applications due April 15, 1992. CSU, Fullerton is an Affirmative Action, Equal Opportunity/Thie IX employer and welcomes applications from women and minorities.

Art: Assistant Professor of Art. Pull-time, teaury-track to teach advertising, computer graphics, survey art history, or art appreciation. Qualifications; MFA in ad design or related area. Teaching experience, evidence of gritatic production. Send cradentials to: Director of Personnel, Northwestern State University, Naichtoches, Louisiand Computer State University and Computer State State

Art: Tenure truck, instructor/assistant professor. Fall, 1992. Teach undergraduate courses in paduing, drawing, cerantics, sculpture, and art appreciation. Master's degree required, MFA or decipate preferred. Successful candidate should have a record of professional activersons at an artist, Send letter of application, résumé, usofficial transcripts and three letters of reference by April 3, 1992 to: Angie O'Hara, Personnel, Panhandle State University, P. O. Box 430, Goodwell, Oklahona 73939. AA/EOE.

Art. The Vishing Artist in Painting. Eligible candidates must hold an M.F.A. and provide credentials which include teaching experience and a substantial exhibition record. Candidates must not currently reside or work in Maryland. Letters of recommendation will be requested and transcripts will be requested before a contract can be finalized. The positions will be for one (1) year only. Shary will be negotiable. The position will require: eight (8) contact teaching hours in studies a day class with combined

pajoiting levels in oil studio; a second studio class will be included in the evening schedule; a public side lecture of personal work will be scheduled during the first senester; and the community will be informed. The Vishing Artist Exhibition will be shown in the Holtzman Gallery sometime during the academic year. Please send sides and resume to Carmen Robb. Art Department. Towson State University. Towson, Maryland 21204. Please enclose self-addressed slamped envelope for the return of your studes to Closing date: April 1, 1992.

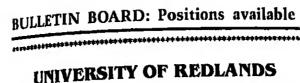
Arti. Administrative Schedulessed self-addressed self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your studes to the self-addressed slamped envelope for the return of your students. A Employer.

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Arts Administration, Department Head. Tentura track teaching position. Nine hour teaching toad and three hours release time for administrative duties. Teaching courses in painting, drawing tinctuding life drawing, and additional courses in forthdation programs including Art Appreciation. Rank and salary are open. MFA in painting/drawing, with 6 years successful seating experience on college/university level. Successful administrative superfeace in an academ-

AA Employer.

Art Education: University of WisconsinMidwaukee, Tenure Irack position beginning August 24, 1992. Assistant/Associate
Professor. Salary commensurate minimum.
Special Commensurate minimum.
Gualifications: Doctorate, record of cassful public school teaching, rythene of studio and research skills, computer skills and programmitus skills in an appreciation.
Art supervision/administration and higher deducation teaching experience desirable.



ALFRED NORTH WHITEHEAD CENTER The University of Rediands, located in Southern California, is a private, non-denominational liberal arts university which offers programs for both residential and non-traditional students. The University's Alfred forth Whitehead Center for Lifetong Learning provides hunovalive courses and degree programs for working adults throughout Southern California.

em Callionnia.

The ANWC anticipates the opening of several positions. All are temperated positions at the assistant professor level on a twelve-month contract. Responsibilities in each position will be twofold: half the workload will consist of teaching and scholarly activities; the other half will be providing academic leadership involving curriculum design/development and adjunct faculty hiring, mentoring and evaluation. Candidates must have sensitivity to issues in adult learning programs and interest in working in an climically diverse environment. Preference will be given to candidates with experience in adult education.

The search committees will start reviewing applications on April 15, 1992. All positions remain open until filted and will be available Sep-

Department of Management and Business Accounting: Ph.D. or DBA required (preferably with experience in Managerial or Cost Accounting.)

2. Management information Systems: Responsibilities will include leathing in undergraduate 15 program and in business programs including MRA. Ph.D. or DBA required. 3. Slailstics/Research Design: Terminal degree in related field re-

Department of Liberal Studies

Social Sciences/Women Studies/Ethnic Studies: Responsibilities in this position include teaching courses on multi-cultural issues to White-lead students and some leaching of courses to residential traditional-age students. Ph.D. in related field required.

SEND LETTER OF APPLICATION, A CURRICULUM VITAE AND THREE LETTERS OF REFERENCE TO:

Dent's Office Whitelead Center University of Redlands P. O. Box 3080 Redlands, CA 92373-0999

Mark ewelope as either Liberal Studies search or Management and Business search.

The University of Redlands is an Equal Opportunity Employer Minorities and women are especially encouraged to apply.

New York University Dept. of Art & Art Professions VISUAL ARTS ADMINISTRATION **Faculty Position**

The Department of Art and Art Professions seeks a Clinical Assistant/Associate Professor, non-tenure track, to direct its Master of Arts program in Visinal Arts Administration. Renewable Contract. Begins September 1, 1992. Qualifications: MA in Art History/graduate level teaching experience preferred; curatorial museum/New York art organizations/ corporate art world experience, knowledge of 19th and 20th century art and architecture; 18th-20th century Decorative Arts. Application, vita, three letters of reference, printed supporting material, SASE for return of supporting material. To: Leonard Lehrer, Chair, Department of Art and Art Professions, NYU School of Education, Health, Nursing and Arts Professions, 34 Stuyvesant Street, New York, NY 10003. Review of applications begins March 17, continues until position is filled.

NYU encourages applicultury from women and members of minority groups.

Assistant Professor/Tenure Track **Social Studies Education**

VIRGINIA TECH

SOCIAL STUDIES EDUCATION—Assistant Professor, tenure track position in the Department of Curriculum and Instruction at Virginia Pulvicionic institute and State University. Date of appointment will be Fall, 1892. Requirements include teaching experience at the high school and/or middle school level, some experience with teaching social studies methods courses and supervising student teachers, and a doctorate. Candidates about demonstrate potential and desire to do quality teaching asserth, and service in an area reletad to social studies education. The position includes apportunities for teaching graduate contract and The position includes opportunities for teaching graduate courses and advising masters and doctoral students with selery commensurate with experience. Review of applications will begin on April 13 and continue until the position is filled. Candidates should send a letter of application, curriculum vitae, and letters of reference to:

Dean James J. Buffer College of Education Virginia Tech Blacksburg, VA 24061-0317 Virginia Polytechnic Institute and State University is an equal opportu-ally, affirmative action employer.

Dates will beclude teaching Art Education courses at undergraduate, araduate levels such that line assignment to undergraduate recition course. Contributions to restent in Education Requirement Art Apparent in Education and Education Intervent in the State of Stat

SOUTHEAST COMMUNITY COLLEGE University of Kentucky

Combedand, Kentucky 40823

Southeast Community College of the University of Kenlucky Community College system anticipates a need for additional faculty for the 1992 Fall academic year in the following disciplines: Biology/Chemistry Middlesborot; Mining (Cumberland): Head Ubrarian (Cumberland): A disciplination in the teaching discipline is required; a doctorate is presented bradilities in application materials conduct On; Odell D. Wilson, Academic Dean, Southeast Community Cullege, Cumberland, Kentocky 40823; (GG) 589-2145. An Iqual Opponunty Employer



Assoc Professor & Chair, Physics

Talented, dynamic person to chair Physics Department stating fall 1992, Inhance infu sequences, espand magnetic Requires doctoriate in physics on related; for hing, research, administrative especience. Homilaile state, three reference letters, to Thor, Physics Search Committee, 1973 Cowdey Hall, University of Wiscomm-La Crosse, La Crosse, WI-Statin All must be useened by May 15, 1992. Wanen, nanoning in amongst to apply Alphabellial list a monther and apply after without differentiation, may be released after decading. AA/20 ff.

Division Chairperson HEALTH CAREERS

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the northwest suburban region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state's population within a lifteen mile radius.

The successful candidate will assume administrative and academic responsibility for the College's health programs including Dental Assisting. Dental Hygiene, Dental Laboratory Technology, Diagnostic Medical Sonography, Medical Assisting, Medical Laboratory Technology, Nursing, Radiologic Technology, Occupational Therapy Assistant and related grant-funded programs.

Qualifications must include a Master's Degree in health related field and 6-8 years' College level teaching and/or administrative experience in health careers, preferably at a community college. Ability to interact successfully with students, faculty, staff and the general public throughout the College Community is essential. Strong oral and writing skills required.

Salary range \$46,000-\$51,000 for a 12 month year. Send letter, résumé and supporting materials demonstrating experience in listed areas to:

Dr. Carl Schilling Dean of the College

MIDDLESEX COMMUNITY COLLEGE

Springs Road Bedford, MA 01730

Application deadline: 4/15/92

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER



INSTRUCTORS

Crast Community College District, located along the beautiful Pacific Coast between Los Angeles and San Diego, is a multi-college district which includes Crastline Community College, College West College and Orange Crast College. We are currently accepting applications for the following, full-time tenure track positions. (Please note application deadline dates.)

Choral Music, #2-G-92 (deadline: 3/20/92) Anthropology, #6-O-92 (deadline: 3/23/92) World History, #7-O-92 (deadline: 3/23/92) English/Football Coach, #8-O-92 (deadline: 3/24/92)

To obtain a complete Jub description and application packet, please contact our district persunnel office: (714) 432-5007, Resumes cannot be accepted in lieu of regulard forms.

For recorded information on other professional employment opportunities, call our 24-hour Job Line: (714) 432-5526.

Coast Community Colleges 1370 Adams Avenue Costa Mesa, CA 92626 An Equal Opportunity, Affirmative Action Employer

MARKETING

Tenure-track position beginning Fail 1992, Xavier University of Louisiana Department of Business Administration and Economics. Responsibilities include teaching 12 undergraduate hours per semester in marketing and some areas of management academic advising, committee service, research. DBA or Pri. D. in Marketing required, university teaching experience preferred. Xavier University, located in New Orleans, Louisiana is a predominantly black, Catholic university with an approximate enrollment of 3,000 students, Submit letter of application, vita, current references and official transcripts by March 31, 1992 to: Dr. Charles Chekwa, Chairman, Scarch Committee, Xavier University of Louisiana, New Orleans, LA 70125, Xavier University is an Equal Opportunity, Affirmative Action Employer.

teach upper-division courses in 19th-20th cemury and contemporary European and American art. theory and criticism, and participate in tean-taught introductory courses. Strong interest in undergraduate teaching, including developing wribing stills, and pursuing own research essential. Pb.D. or near completion in an thistory, exception teaching ability and scholarly achievement in relevant fields required. AA/EOE. Send curriculum vitae with AA/EOE. Send curriculum vitae with AA/EOE. Send curriculum vitae with AA/EOE send curriculum vitae with AA/

ven, Connecticut 60515.

Athletica Basketball—Assistani Men's Basketball Coach/Physical Education Faculty. Assistant men's basketball coach and possible additional coaching assistant freaching emphasis in health wellness courses, psychology/sociology of sport plus older appropriate courses assigned. Experience in finess/wellness laboratory preferred. Men's basketball coaching experience required, Master's degree required, doctorate preferred in HPE with specialization in wellness or health education. Tentre-track or four-year renewable contract track depending on degree of teaching responsibility. Send all inquiries and résumés

Alldetics Administration: Athletic Director. Westey College is accepting applications for the solution of Athletic Director. The Director is responsible for the overall analysement of the infercollegiste athletic program includings; budgets, supervision of athletic staff and coseches, schedules, athletic facilities, recruitment, fund raising, and compliance with NCAA policies. Depending on candidate's experience, coaching responsibilities may be involved. Westey as private, thoral arts college with an enrollment of \$20 full-time students. Westey offers 7 men's aports and 4 women's sports, all of which compets at the NCAA Division III level. Qualifications include a dissert of dearer, coaching experience, and synerative experience, and syneration for the role of Division III artiplics in a liberal arts institution. Search will return open until the position is filled, Picase send letter of application, desime and the names, addressers and phone numbers of three references to: Dr. William A. Sey-



ELEMENTARY AND SECONDARY EDUCATION

Northern State University seeks qualified applicants for two tenure-track positions at the rank of Assistant or Associate Professor. Elementary or Secondary Education

The successful candidate will have an earned doctorate. Preference will be given to candidates who have an interest or preparation in middle-level education and successful teaching experience. The appointed will teach human relations, and other undergraduate professional classes, supervise student teachers, advise undergraduate students, establish and maintain service to the institution, community, and professional organizations, and develop/sustain a record of scholarly productivity indicative of that required for promotion and tenure at Northern State University.

Elementary Science Education

The successful candidate will have an earned doctorate. The appointed will leach elementary and secondary science methods, supervise student teachers, advise undergraduate students, establish and maintain service to the institution, community, and professional organizations, and develop/sustain a record of scholarly productivity indicative of that required for promotion and tenure at Northern State University.

Nonhern State is a multi-purpose institution providing both undergraduate and graduate programs typical of a smaller regional university. It is South Dakota's third largest institution and the state's only comprehensive institution located in a population center.

Nominations are solicited and applications with resumes, and three lotters of reference are invited. Address nominations and applications to Dr. Thomas O. Filckema, Vice President for Academic Affairs, Northern State University, South Dakota 57401. Consideration of applications will begin on April 6, 1992 and will continue until the position is filled.

Northern State University is an Equal Opportunity.

Affirmative Action Employer.



ASSISTANT PROFESSOR OF RHETORIC

Assi. Professor of Rhetoric/Rhetorical Theory with background in Composition and Critical Theory for one-year appointment (with possibility of extension) beginning Sept. 92, to teach one subject specially, one section of Humanities, and two sections of Prosiman English Send letter/résumé, names and selephone numbers of three references, and posteral for admowledgement of receipt of materials to Edward J. Creason, Chair, English Dept, Saint Anselm College, B7 Saint Anselm Dr., Manchester, N.H. 03 102-1310.

mour, Dean of Students, Wesley Colicae.

Dover, Delaware 19901. Women and ennoritles are encouraged to apply.

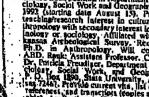
174-4508 to request an application form.

Applications will be considered on April

1, 1992, and considered will continue

until the position is filled.

Aviation Meintenance; Imprediate openiae for Instructor of Aviation Maintenance at Southern Ariansas University Tech, Must be cerified by the FAA in Air Primes and Power Plant with a raightened of three years experience in Aviation Maintenance and bold an associate degree in aviation maintenance. Contact Southern Arionass University Tech Business Office at 501-





COLLEGE OF EDUCATION DEPARTMENT OF **CURRICULUM AND INSTRUCTION**

ASSISTANT PROFESSOR OF CURRICULUM AND INSTRUCTION Reading Education, K-12 tenure-track

Position Description. Teach undergraduate and graduate courses in reading coloration (K-12); advise studently work with local school districts, and conduct research, grant-writing, and service activities. Qualification: (1) Extract doctoral degree in education with emphasis in reading, (2) three or more years (8-12 teaching experience, (3) potential to attain graduate facility status, (4) evidence of alphy to write grains and conduct research, (5) evidence of professional experience in reading instruction of Southwestern U.S. Inlingual populations is preferred.

ASSISTANT PROFESSOR OF CURRICULUM AND INSTRUCTION Social Studies Education, tenure-trac

Profitor Description. Teach elementary, middle tehood, and secondary social studies methods; teach graduate courses in curriculum instruction; condust research, grant-writing, and service activities; advise graduate students. Qualifications: (1) Three years of public school teaching, K-12, (2) agrand-dictorate in education with emphasis in social studies, (3) rigidle for graduate faculty status, (4) evidence of ability to conduct research and write grants, (5) evidence of experience in supervising graduate students, (6) teaching experience with multiractal and ethnic populations as preferred. Cloting Date for Applications: Posimarked no later than midnight, March 31,

Applications: Send letter of application, vita, three current letters if recommendation, and unofficial transcripts to:

Dr. Jeanette V. Martin, Ph D. College of Education Curriculum and Instruction Box Jobal, Dept. 3CUR Las Cruces, NM 88003 (505) 646-5821 PAX (505) 646-6032

About the University: Founded in 1888 as a land grant institution, New Mexico State University has 86 areas of undergraduate study in six undergraduate colleges, 48 areas of study on the master's level, and 19 on the doctoral level. More than 15,000 students study on the 6,250 acres campus located in the beautiful Rico Grande Valley. The College of Education is a member of the prestigious Holmes Group and has an entrollment of 1,200 undergraduates and 500 graduates.

New Mexico State University is an EEO/AA Employer.
Office of employment contingent upon verification of individual's eligibility for employment in the United States.

ASSOCIATE OR ASSISTANT PROFESSORS Tenure Track—Fall 1992

Manhallan College is a private inalitution appropried by the Christian Brothers and has an enrollment of approx 4,550 full and part time undergrad and grad students. ECONOMICS Ph.D. required / Dr. James Sugrez, Dean,

MANAGEMENT Ph.D. or close to completion/Dr. James Suarez, Dean, School of Business. ANALYTICAL CHEMISTRY: Ph.D. or close to

completion/Dr. Leo Michiels, Chair.
MECHANICAL ENGINEERING BS from A.B.E.T. ME
Dopt. Ph.D. required. Dr. Vincent Antonetti, Chair.
MODERN FOREIGN LANGUAGES Ph.D. French. Dr.
MANGEL Wenter Chair. art Wanger, Chair, Please send CV and references to appropriate department.

MANHATTAN COLLEGE Riverdale, NY 10471

AA/EO Employer M/F. Woman & minorities encouraged to apply

TEACH BUSINESS IN **BEAUTIFUL SOUTHERN OREGON**

Tenure track AssVAssoc position in finance for fall '92 with some teaching in accounting and/or major management information sysequired: Appropriate ABD or Mastera with extensive industry experience. Preferred: Appropriate doctorate. Multi-cultural experience/expertise. Salary compelitive. Excellent benefits. Review of applications begins Write/catt Dr. Kelth Carney, School of Business, Southern Oregon State College, Ashland, OR 97520: (503) 552-5483/4.

Biotistical Sciencers Extended Dendline April 1, 1992, Instructor, Temporary, full-time to beam Aussist, 1992, Teach and terre as illustrated controlled and participate in course improvement afforts for instruction of the productory belongs propagate. Ph.D. presented Science Sc

Bilingari Special Education; Toncher, \$20,000 year, 40 hours/week. Will leach special education (moderate educations) in a bilingual classroom at the elementary school kyet. Must have Bachelor's degree in Special Education, with at least 12 credit hours of bilingual special education course work. Must have performed a practicum in bilingual special education had be New Mexico state licented or ellabriate for a water. Submit resumes to New Mexico Department of Labar, 301 Monniain NE, Albuquerquig New Mexico 27102. CC.81001, 10631,4052.

Blokekal Sciences Extended Deadline April 1, 1992, layuructor, Tepuporary, Rail.

action.

Biology: Norwich University, Military College, Of Vermont and Vermont College, Norwich University seeks an Aquath: Biologist for a termine track teaching position as Assistant Professor of Biology. Teaching competence must include General Biology, Cropyrative Vertebrate Anatomy, Inversity Vertebrate Agency, Inversity Vertebrate Riology.

Defiance College

The Deltance College, an independent, co-educational, liberal arts institution, chartered in 1850, related to the United Church of Christ and located in Northwestern Ohlo, invites applications for the following positions.

Business Administration: A tenure-track position, rank negotiable. The successful candidate will have a D.B.A. or Ph.D., a management/marketing background, an orientation toward the use of business software, teaching experience at both graduate and undergraduate levels, good interpersonal skills, and the ability to provide academic leadership in developing programs. Communications Generalist: A tenure-track position at the instructor or assistant professor level. Must be able to teach fundamentals of oral communication, argumentation and debate, persuasion, and public relations. Must be able to cosch and develop a program in lorensics. Ability to instruct mass communication, oral reading, and oversee production of college yearbook would be advantageous, Master's required; Ph.D. preferred.

Criminal Justice: A one-half time, pro rata tenure-track position at the assistant or associate professor level. Able to leach courses in organization and administration of criminal justice programs, police-community relations, and supervise internships. Master's required, Ph.D. praferred.

Zoology: A tenure-track position at the assistant professor level. The successful candidate will have a strong background in field zoology, conservation biology, and ecology and conversation confirmental science. An interest in team leaching in non-major science core sequence and ability to leach human anatomy and physiology. Ph.D. required.

The Detiance College places major emphasis on excellence in teaching, all faculty are also required to advise students, participate in academic governance, and be of service to the compus and community.

Application review will begin on March 23, 1992, and continue until the positions are filled. Salary is competitive and commensurate with education

Letters of application, including resume and the names and phone numbers of three references, should be directed to:

Joel Daniels
Vice President for Administra
The Defiance College
701 North Clinton Street
Defiance, Ohio 43512

THE UNIVERSITY OF IOWA

The University of Iowa is seeking an assistant professor in Instructional Design & Technology who shows high potential to succeed in teaching graduate level courses, establishing a personal research program, mentoring students, and contributing to the development of the Program. This is a tenure-track position. The individual must possess a doctorate in instructional Design and Technology or closely related field. Desired teaching areas are instructional design theory, instructional strategies, professional training and emerging technologies. Familiarity with education and training environments is desirable. The salary is commensurate with training and accom-

Review of the applications will begin May 1, 1992. Start date is August 24.

interested persons are invited to submit a vita, a statement regarding research and training interests and three current letters of recommendation to Dr. Barry Braiton, Instructional Design and Technology Program, College of Education, University of Iowa, Iowa City, Iowa 52242; phone: 319/335-5566.

The University of Iowa is an Equal Opportunity,
Affirmative Action employer.
Applications from women, minorities and handicapped persons
are encouraged.



BIOLOGY INSTRUCTOR

Join an outstanding team of professionals at Yaldma Valley Community College in Yaldma, Washingtoni Established in 1928, YVCC servas a wonderfully diverse multicultural population in a three county district. Salary: \$35,500-\$41,350 pites a generous benefit package. Requires a Master's degree in Biology or related area. Contact Human Resource Dept. at (509) 575-2374 or write to P. O. Box 1647, Yaldma, WA 98907. EOE.

Ph.D. required (ABD considered; salary commensurate with qualifications and experience. Repty to Dr. Lauren D. Howard, Blotosy Department Chair, Norwich University, Northöeld, Vermont 056a3 by April 8, 1992. Equal opportunity employer, Women and minorifica are encouraged to apply.

Biology: Assistant Professor of Biology. A full-lima permanent teaching position available September 1992. Doctorate required. Candidates must be able to teach a variety of undergraduate biology courses including multilion, human anatomy and physiology, and medical inferabiology to liberal arts and allied heath students. Deadline for an pilications it April 10, 1992. Send curriculum vitae to: Dr. Jacquediae Scholar, Chair, Dévision of Science and Mathematics, Bellevue College, Bellevue, Nebraska 68005. EBUYAA.

Blologyi Instructor. Teach courses in Life Science Division in Human Anatomy/Physiology, General Blology and other related courses as experience and requiraments permit. Requires Manters in Blology or related field and experience in General Blology. Human AnatomyPhysiology, Pennonstrated leaching experience and Ph.D. in Blology or related field estimate. Closing date: April 10, 1992. Send inquiries to: Human Resources, Casper College, 123 College Drive, Casper, Wyoming \$2601. We are an HEO/AAE.

ly of Connecticut Health Center is seeking applications for a Junior Paculty position in cell biology. Buperience with cell culture required and interest in cell-cell communication and membrana-cytophetoton interestion desirable. Successful candidata will join a multidisciplinary item of investigators studying oncology. Candidate will be torn studying oncology. Candidate will be expected to develop an independent, externally funded research program. Carriculum vitae and three letters of recommendation should be sent to Maureen K. Brubaker, Administrative Director, Surgical Research Center, Department of Surgery, University of Connecticul Heath Center, Farmination Connecticul 6600-110. The University of Connecticul 6600-110. The University of Connecticul is an Affirmative Action, Equal Opportunity Employer. M/W/H.

Equal Opportunity Employer, M/W/H.

Biologyt Grand View College, Assistant Professor, Fall, 1992 tenure-track operains for an Assistant Professor in the biology department to teach anatomy, physiology and other robated courses, and to advise 13-20 students. Will teach predominately biology majors and phe-nursing students. Potential for extra income teaching summer or ovaningsweekend courses. Doctorate in anatomy, physiology, or related field required. College teaching experience proferred. Grand View Cylinge offers twenty weakend program in an urban setting. We are consulted to excellence in teaching, close interaction with students, and a policiosophy that is compatible with a small college control to the consulted to excellence in teaching, close interaction with students, and a policiosophy that is compatible with a small college control to the consultation of the consul

AUSTING MYLLEGY

Austin Community College is a two-year comprehensive community college located in the Capital Area of Texas. The College is fully accredited by the Southern Association of Colleges and Schools and enrolls more than 25,000 students. The College maintains an "open door" admissions policy. Applications are invited for the position of:

Office Systems Technology Faculty Appointment

Responsibilities: Teach courses in Office Systems Technology such as Typ-ing, Word Processing, Office Procedures, Microcomputer Accounting, etc. Participate in student advising, maintain office hours, assist with registration, serve on College committees, maintain professional competence, participate in professional development activities, and course development. An under-standing of the community college philosophy and ability to work well with others.

Qualifications: Must meel SC/Q requirements on Bachelor's degree in Business and Office Education. Master's degree in Business and Office Education preferred. Total of three years' full or part-time teaching experience. Prefer college teaching in related field. At least two years' office work experience. Familiarity with Tech Prep and Articulation. Typing speed of at least 50-60 wpm; operate computers, printers and other equipment used in the department. Be familiar with a variety of software including WordPerfect, Lotus 123, DataBase, and Pagemaker. Must have evidence of effective teaching. Salary: Subject to placement on full-time faculty scale.

J#039201 Position contingent upon Board approval

A complete application and résumé must be received no laier than 12 noon, April 17, 1992. All materials should be submitted to the Office of Personnel Services, Austin Community College, 5930 Middle Fiskville Road, Austin Texas 78752.

NOTE: Austin Community College does not accept employment applica-tions or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY

LAKE-SUMTER COMMUNITY COLLEGE Leesburg, Florida

Located less than an hour north of Orlando, we are a small college committee

Political Science/Sociology Instructor Able to teach traditional government courses and international relations. Duties will include developing and implementing credit travel and international programs. Master's degree with 18 graduate hours of prefix specific course work in political science and some completed graduate course working field, preferably sociology. Preference will be given to candidate with experience in international and travel-based education freshous college level teaching experience a plus.

Computer Information Systems Instructor Rapidly growing computer science division needs dynamic professional with microcomputer expertise to develop and teach wide variety of applications networking and programming courses to meet needs of both degree program and community interests. Master's degree in Computer Science or Management Information Systems with 18 graduate hours and Novell network experience required. Previous community college teaching preferred.



Human Resources Lake-Sumter Community College 9501 Highway 441 Leesburg, FL 34788

An Equal Opportunity Institution Actively Seeking Minority Candidates



CASTLETON STATE COLLEGE World History

full-time, one semester replacement position for Falt 1992 to teach the introductory World Civilizations survey and also courses in upper level history (African history strongly preferred). Ph.D. and strong interest in teaching required; ABD considered; teaching experience preferred. Salary and rank dependent on qualifications and experience. Review of applications will begin on April 30, 1992, and will continue until position is filled. Send letter of application, copy of transcripts. transcripta, résumé and names, addresses and teléphone numbers of three references to: Dr. Joseph T. Mark, Academic Dean, Castleton State College, Castleton, VT 05735.

States.

Business: Two tenure track positions, August 1992. I) Management/Computer information Systems; 2) Financial Accounting Ph.D. or A.B.D. candidate considered Must have atrons commitment to classification and student interactions. Applicable work or consulting a specification of the state of the s

BULLETIN BOARD: Positions available

HARKETING DEPT: Seeking individual at rank of Associate or Full Professor for UARCO Endowed Professorable starting Fall 1992. Ph.D. Marketing and strong domestic sales experiential background. Person with exceptional teaching, research, and professional skills who serve as attuent and faculty mentor. Normal teaching load—6/6. Teach Principles of Seiling and Advanced Professional Seiling. Outstanding teaching expected and rewarded. Realistic research expectations for tenure. Research support available. Submit application letter, vita, and copies of all graduate transcripts by April 10, 1992 to Cheir; Dept. of Marketing; College of Business; 227B Wirtz Hall; NIU; Oskalb, IL 60115.

Northern Illinois University

SPECIAL EDUCATION: (EXTENDED DEADLINE-Three Positions) special education: (extended deadline—Three Positions)
(1) Assistant/Associate Professor, Full-time, tenure-track position. Responsibilities include teaching, research, service, and advisement of students with hearing impairments. Requirements: Earned doctorate in deaf education, hearing impairment, or related field; broad range of experience in teaching of students with hearing-impairments including essessment and family interaction across broad spectrum of ages preferred. Competence in sign communication and familiarity with technology used by hearing-impaired individuals expected. University teaching experience preferred. Strong teaching and research skills to attain eventual senior memberahip on Graduate Faculty. Reply to Ms. N. Bonkowski, address below.

(2) Assistant Professor, Full-time, tenure-track position in the erea

ply to Ms. N. Bonkowski, address below.

(2) Assistant Professor. Full-time, tenure-track position in the area of high-incidence disabilities (LD/EMH/SED). Requirements: Doctorate in Special Education or related field with preparation in consultation/collaboration; at least two years' teaching experience with exceptional children. College teaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in collaboration/consultation, professional-parent interaction, and methods; leaching at siles on and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. Knowledge of and/or experience with new technologies in instruction is desirable. Strong teaching and research skills to attain eventual senior membership on Graduate Faculty, Reply to Dr. E. Lessen, address below.

ulty. Reply to Dr. E. Lessen, address below.

(3) Assistant Professor. Full-time, tenure track position in the area of ascondary and high-incidence disabilities (LD/EMH/SED). Requirements: Doctorate in special education with an emphasis in mild handicape methods; specific interests in secondary education including transition from high achool to vocational programming, employment, and/or postsecondary education; at least two years' teaching experience with exceptional children, adolescents, or adults. College leaching experience preferred. Responsibilities include teaching undergraduate and graduate courses in characteristics, postsecondary transitions, and instructional methods both on and off-campus; advising graduate students; conducting research, grant writing; and program, departmental, college, and university service. Knowledge of and/or experience with new technologies in instruction is desirable. Strong leaching and research skills to attain eventual senior membership on Graduate Faculty. Reply to Dr. Bursuck, address below.

Letter of application, current résumé, graduate transcripts, support-

Latter of application, current réaumé, graduate transcripts, supporting documents such as reprints of publications and/or manuscripts in press, tetters of support from three references by March 27, 1992. Materials should be sent to: Dept of Ed. Psy., Counsoling & Spac. Ed.: College of Education; Northern tillinois University; DeKaib, IL 60115-2864. For more information call (815) 753-8422. EE/AAE.

ENGINEERING **AND APPLIED SCIENCES**

Tenure-track faculty and academic professional positions at all levels authorized for '92-'93 AVY. Also possibility of part-or full-lime non-tenure track teaching and research openings. Contact appropriate department for information on positions waitable, qualifications required, and closing deadlines: Departments of Chemicat, Bio and Materiats; Civit; Electrical; industrial & Menagement Bystems; Mechanical & Aerospace Engineering; School of Agribusiness & Environmental Resources; Departments of Construction, Aeronautical Technology; Electronics & Computer Technology, Manufacturing & Industrial Technology; Hasearch Centers include Center for Advanced Research in Transportation, Center for Solid State Electronics Research, Computer Integrated Manufacturing (Cidi) Systems Research, Computer Integrated Manufacturing (Cidi) Systems Research, Center for Energy Systems Research, Telecommunications Research Center, Center for Systems Science & Engineering, Aerospace Research Center, and Center for Agribusiness Policy Studies (CAPS). ASU enrolls over 42,000 students, 6200 in Engineering and Applied Sciences, and is in the Phoenix metropolitian area. The College of Engineering and Applied Sciences is in the third 5-year phase recent salary adjustments reflect this goal Research scivities are ancouraged; consulting opportunities are available. EEO/AL College of Engineering and Applied Sciences, Arizona State University, Tempa, AZ 85287-5506.

An Equal Opportunity Affirmative Action Employer

An Equal Opportunity Affirmative Action Employer



Sindent advising and committee assignated and product of the course in financial accounting and auditar troide leadership in accounting department. Student advising and committee with conficulties and committee with confident and apparent appare

ktor standy maidroum mid-440,000. Send the supporting material appropriate search, clo Vice President through the supporting material supporting the supporting material supporting the supporting materials appropriate supporting the supporting materials supporting the supporting support

SCHENECTADY COUNTY COMMUNITY COLLEGE

Faculty Positions

Schenectady County Community College is an urban comprehensive community college of 2,200 FTE offering 35 degree and certificate programs as one of the 64 campuses of the State University of New York. The College is seeking applications for each of the following full-time faculty positions with appointments to begin August 31, 1992.

ENGLISH: Requires a master's degree with experience in teaching college-level composition and a strong background in journalism and creative writing. Responsibilities include teaching the full range of composition and literature, journalism, and creative writing coursework, and direct-

MATHEMATICS: Requires master's degree in mathematics or mathematics education, and community college teaching experience. Ability to integrate computer-based applications into classroom instruction preferred. Responsibilities include teaching the full range of mathematics offerings,

MUSIC: Requires a master's degree and minimum of one year's full-time teaching experience. Preferred are strengths as an active performer supporting recruitment, as a woodwind specialist with experience in ensemole development, and college teaching experience. Responsibilities in this NASM-accredited program include instruction in applied woodwinds clarines/sexaphone, woodwind methods, theory, aural skills, and ensem-

A commitment to the philosophy of the comprehensive community college is required, with additional graduate study and college level teaching experience desirable. Each appointment will be at the rank of instructor or assistant professor, and includes student advisement and faculty committee responsibilities. The starting salary range is \$21,000-\$26,000 with opportunities for summer and overload compensation, and includes the fringe benefits and other conditions of employment as defined in an autrement with the Eaculty Association. Send a letter of Interest and vita by March 30, 1992 to:

Coordinator of Personnel Services Schenectady County Community College 78 Washington Avenue Schenectady, New York 12305 Women and minorities are encouraged to apply SCCC is an AVEO Employer



TEXAS A&M UNIVERSITY

Department of Educational Human Resource Development **COLLEGE OF EDUCATION**

The Department of Educational Human Resource Development is seeking applications for an Assistant Professor for Distance Learning. The Department is a graduate research unit within the College of Education. The Individual solected will be expected to duvelop a strong research program, supervise graduate students, work with externally funded projects and participate within a Center for Distance Learning Research.

APPOINTMENT: This is a nine/twelve month tenure track position at the ratik of Assistant Professor. To start September 1, 1992.

Qualifications: An earned doctorate is preferred but dissertation stage appli-cants will be accepted. Doctorate in Human Resource Development, Adult and Higher Education, Industrial/Technical Education or Educational Technology are preferred. Previous experience in distance learning and telecommunication is required.

Applications interested applicants should submit evidence of an earnest doctorate or accepted prospectus, a current vitae, official graduate transcript, evidence of experience in distance learning and telecommunication and three professional references. Closing date for applications is April 1, 1992 or until filled. Applications should be mailed to:

Dr. Lloyd Korhonen, Head Educational Human Resource Development College of Education Texas ABM University College Station, Texas 77843-3256 Texas A&M University is an Affirmative Action, Equal Opportunity Employer.
Whomen and Minoribes are Encouraged to Apply.

BOE.

Business Technologies Business Technologies Department at Oragon Institute of Technology is currently seeking a faculty member to leach industrial management/information technology management courses. This is a faced-tern, full-time, pine-month (academic year) faculty position effective September 1922. The position will teach a normal load of 12 upper division credit hours per quarter. Course loads will be divided between the areas of Industrial Management, Information Technology Management and occasional general business service courses. Additional responsibilities include course and curriculum development, student advising and intinational committee service. Canditates must possess an earned MBA degree, ideally with concentrations in Information Systems and/of Operations. Management, and term and/of Operations.

Carser Services: Coordinator, Carser Development/Paccurent. Serve as chief administrator for the service unit. Develop and implement carser programming for audents and alumni in the Colleges of Business and Liberal Arts and Sciences; provide placement reports and direct office public relations and recruiding program, Required: Bachelor's degree and a years.

Hall, Ames, 1000 30011 by April 10.

Chemistry: Oustavus Adolphus College seeks full year sabbatical ragingement starting September, 1991 to teach coursas in organic and intermediate chemistry. Opportunity to participate in cagoling research projects. Ph.D. or "ABD" required, Send curriculum vitas, statement of teaching susis, transcript, and three letters of evaluation to L. W. Potts, Chair, Department of Chemistry, Oustavus Adolphus College, St. Peter, Minnesoth 5002. Review of files begins April 15, 1992, Oustavus Adolphus College provides equal educational and employment opportunities for all, We specifically encourage applications from wonose, minorities, and persoon with disabilities.

Child Care: School of Education, University of Missouri-Kansas City, Program Disa minimum of 5 years of relevant industrial aminimum of 5 years of relevant industrial aminimum of 5 years of relevant industrial aminimum of 5 years of relevant industrial and percent and a substance of the following streat is required; systems analysis, end-user compating, operations management, quantitalive/decision sciences, quality assurance, or computer networking. Consulting, international provides industrial professor to provide industrial professor in provide care center. The center will provide qualification and into particular professor in the particular provides and into pames, addresses and phono numbers of at least three references to: Mis. Shelty Wilsdom, Director of Personnel, OTI, 3201 Wilsdom, Director of Person

UNIVERSITY OF WISCONSIN-STOUT PACULTY AND ACADEMIC STAFF POSITIONS

The University of Wickers in Start, an institution with a 100 year tradition of insteading, is one of 15 universities in the University of Wickers in Spatem. A special intesion school, 10% should fee: 21 undergradure and 15 advanced dugites. The professional program relate to career in Industry, includingly, home economics, teacher classication, the helping professions, and applied an, mathematics and science. A core of liberal arts profession for and enhances these programs. Enrollment is 7/900. Menomencie is an annature, grading commany of over 15,000, located in west central Sciencials, and bout news from Maneapolite St. Paul.



UN-Stoom seeks usful due following positions (persting funding appressi) to begin August.
1993 unless otherwise specified. Salaries are competine, and the intege benefits package is excellent. To apply, send letter, a current resume, and the natures and current phone numbers of three professional refure ones to the consist person numerifor the package with a nature and current phone numbers of three professional voluments of the consist person numerifor the package with a nature for the current most of the consist person numerifor the package of the packa

SCHOOL OF EDUCATION AND ILLIAM SERVICES

Connecting and Psychological Services

Ton Faculty Positions. Servicing begin 4:10.92, applications accepted through 5/1/92. Teach graduate level courses, in 11 guidance and counseling chaid development and earlying, and related fields, and 1 psychonautics of cognitive, psychonicos, and encounsel development, learning disabilities and neuropsychology, clinical evaluation, and controls evaluation and family my distinct Both special psychology controls of the psychology controls of the psychology controls of the psychology controls of the psychology. Candidates for the flux position until the literable as a school psychology. Candidates for the flux position until the literable as a school psychology. School psychology, and as a school psychology. Candidates for the flux position, preference specim to candidates with the following field school counseling and guidance program superaction; guidant electricar mutator, and a computer and to be school counseling and guidance program superaction; guidant electricar mutator, and a computer into the second and achieves and activity. For the second position, preference gives to candidates with the following results and achieves and the second position, preference gives to candidates with the following.

Examples

Faculty Poshi sa. Screeningbegan on £15.42, applications accepted through 4/15-9. It aris undergraduate and good acceptance of colorations of coordinate and supervise special education practicums, as he special refusation majors. Requirements caused doctorate, eligibility for factorate secondary still and moderate retardation certification; three years successful secondary level teaching experience. Preferred qualifications emphasis in gland adocation, degree in socialismal rehabilitation, or additional certifications in special education Contact Virginia Peter (1332).

SCHOOL OF HOME ECONOMICS

Child Development, Family Lichter and Community Educational Services
Two Faculty Positions. Teaching, research, and service. Screening begins on 3/15/92, applications is repeted
through 4/15/92. It child development/early childhood Education: Prescribed, Kr.5. Requirements: Doubt ase in
child development/early childhood Education or related warra equired. Ability to it as historic bodies and preschool
curriculum/methods courses and courses in child development inducing brashs and askey; three years to achieg
experience at the preschool-kindergarien level. Ability to maintain positive relations with counties public agencies
important. De Early Childhood Education Preschool, Kr.3. Requirements: Doubtorde in early childhood education
or related area required. Ability to leach kindergarien-pripary curriculum/notibeds coorses and other early
childhood education courses based on child development principle; they exert scarting repreference at the
kindergaries opiniony level. Ability to supervise suidens trachers is required. Contact Judy ass (1443).

Food and Abirtican
Faculty Position. Screening begins on 3/15/94; applications accepted strongh 4/15/94. Teachundergradusts and
gradusts courses, primarity immunishes delicates. Doctorate in 8004 a manifoner closely related field, or M.S. with
teaching and clinks a specimente in dictions; B.D. substanced A.D.A. members by required. Restracts and
professional service desired. Coolact Junice Turnner (2)85).

SCHOOL OF INDUSTRY AND TECHNOLOG

Business
Three Farnity Popinions. Screening begins on 3/1/92, applications accepted through 4/1/92. Teach undergrade
at a course in 17 Accounting. (2) Beatress Planagement, and (3) Marketing (there is an in-flowe candidate for
the Marketing position. Requirements (1) Appropriate Master's degree (accounting and also need CFA or CMA, or
12) Doctorate in appropriate field and (3) all candidates will need relevant bracking and/or nork experience. Contact

Communication, Education and Training
Three Faculty/Acid code Rail Fedition, Screening begins on 3/30/91; applications accepted through 4/30/91.
Text undergraduate undgraduate courses in Technology Education, Graphic Mark Petrography, and Training and
Development. Requirements: Naturate Degree (Doctorn to performed in the appropriate field), relevant reaching
und/or work experience. Contact famous Start (229-0).

Productivial Management
Two Paculty, Kernening begins on 3/1/91; applications at cepted through 4/1/92. Teach graduate and undergraduate courses, do research and service. () Industrial management, formed air needs on the facility Management hading, Phrat Layous and Bladierius on Management. Patter assignments could be lacking such courses, as Production Management, Production and Inventory Management, and Quality Managements. Requirements around practical, operation, fondustrial, or management operations; Oscient had to be described for the advanced by the formed and first Safety management. Future analysis on the one do the bad exacting out on the last according to the formed production. Requirements: Severy practical, operation, including, or loss control experiences, Management of Control or Decirions in progress practical, operation, including, or loss control experiences, Management degree (Doctorus or Decirions in progress preferred). These are in-house candidates for both positions. Contact Jerry W. Coconer (2335).

Fachinology
Four Pacoky Paintis sa. Screening begins on 3/1/92; applications accepted fivough 3/31/92. Teach undergraduate courses; decreases and proficiency in one and written entertandenties fields. 1) Architectural Emphico, Architectural Technology, Computer Akied Drafting, Pacility Planning, Structural Systems-Wood and Street, and Serverural Serverural Sequirements approprise Master? and Boctorain depicts procure superprising on needs of the department. Requirements approprise Mester? and Boctorain depicts procure superprise Mester? and Boctorain depicts procure superprise Mester? and Boctorain depicts procure superprise superprise Mester? and Boctorain depicts procure superprise procure superprise superprise Mester? and Boctorain depicts procure superprise superprise superprise superprise procure superprise superpr

SCHOOL OF LIBERAL STUDIES

SCEOOL OF LIBERAL STUDIES

And and Durigue

Three Facotly Pacillana, Screening begins 3/22/31; applications accepted until 4/10/32. 1) Int Education. Assume leadership of Int 12 and reprint dute program. Supervise student teachers, teach Art Ed courses including primary and accordary methods, pro-teaching observation and art curriculum. Other duties include student advisorant, department committees out, and after decision and art curriculum. Other duties include student advisorant, department or committees out, and after decision and art curriculum. Other duties include student be Int 12 certifiable and have Int 12 teaching experience. Send pilled of own and stake rate work with application, 2) Industrial Design. Teach inclusiving design theory, presentation techniques, 3-10 design and from the design. Recorders and Historian. Teach undergrades to course in Art History, including survey. Research and Service.

Preser PAD., AED required.

Preser PAD., AED required design through the presentation techniques, 3-10 design and design through and interior or inclustrial design. In 17.A., AED. Aer cultured or expendent appetence in a design facility required; design experience preferred. Send stakes with application. 2) Substitut replacement, one sensester, full 1992.

Sermaning begins 17/25/72; applications accepted until 470/93. Teach undergraduties courses in Art History including period four-things. Prefer Ph.D. 2) and 6) two subbutied replacements, one sensester, spring 1993.

Servening begins 17/25/72; applications accepted until 10/16/93. Teach undergraduties courses in Art History including period four-things. Prefer Ph.D. 2) and 6) two subbutied replacements, one sensester, spring 1993.

Servening begins 19/25/72; applications accepted until 10/16/93. Teach undergraduties courses in Art History including period four-things. Prefer Ph.D. 2) and 6) two subbutied replacement

Biology
Academic Staff Position. Screening begins 4/1/92; applications accepted notil 5/1/94. Teach Biology: An
Environmental Approach, and Mars and the Environment. ABD required, Ph.D. preferred, College tracking
experience regulard. Teaching, research and publications preferred. Contact George Nelson (2360).

English and Philipsophy

One Apademic Stall One Paemity Profition. Screening begins 3/13/92; applications accepted until 4/15/92. 1)
Academic Stall One Paemity Frontiers and advanced composition, M.A. required, Ph.D. pre fermat; successful as the mity level leaching preferred. 2) Faculty, Philosophy. Teaching rotory philosophy, logic, general, successful as the mity level leaching and printed that his good professional ethics, critical thinking, and philosophy of religion; facilitate course good processional ethics, critical thinking, and philosophy of religion; facilitate course good properties. Ph.D. and 3 years university-level teaching. Publications and professional service destroyle, Conjuct

Mathematics
Pacethy Papilles, Compoler Science, Screening begins 4/15/91; applications accepted and 5/45/92. Teach lower and toper distant counts in conjunts science including, but not limited to, each counts as Servey of Programming Languages, Data Septimes, and Software Englacering, Executed and service expected. Requirements: Jh. In computer science of closely related area. Some teaching experience deals after. Cool and Brill McGuire (2682).

UF-Start is an equal opportunity, affirmative action employer, committed to diversity in its people and the programic. UF-Start appectably excurateges applications from norman, pursues of color, and purpose with demonstrate To Undersoit is appear to considering qualified grounds personalistic continues, an application and interest in a programment of the application chains date.



UNIVERSITY OF THE PACIFIC

CONSERVATORY OF MUSIC

Applied Music - Violin

APPOINTMENT: Pull-lime, tenure-lack faculty position beginning fall

QUALIFICATION: Master's degree required. Doctorate and successful

university reaching required.

RESPONSIBILITIES: Primary responsibilities include leaching Applied Music - Violin (Studio); coaching student string chamber ensembles. Perform with faculty string ensembles. Actively participate in student enablement responsibilities.

THE UNIVERSITY: An independent institution established in 1878. UOP is respected for its long standing commitment to academic excellence divisity of academic programs and outstanding tenching faculty. Located in Stockton, California, population 250,000; 80 miles west of San

francisco.

CONSERVATORY OF MUSIC: Founded in 1878: recognized as preeminent among schools of music in the nation. Fully accredited by the national Association of Schools of Music since 1924. Bachelor's degrees in Performance, Music Composition, Music History, Music Education, Husk Therapy, and Music Management/Business, Graduate degrees include Naster of Music and Master of Arts. The Masters of Arts in Technique and the Depter of Education in Music Education are awarded concern.

duce haster of right and Haster of Alls. The Hasters of Alls III Jeaning and the Doctor of Education in Minsk Education are awarded cooperatively inrough the School of Education and the conservatory. Currently there are approximately 150 undergraduate and graduate music majors. The highly qualified faculty number 24 full-time and 16 part-time.

nengoy quanted raciny number 24 full-time and 16 part-line.

APPLICATION Applications will be reviewed beginning March 20, 1992 and will be accepted until the position is filled. Send letter of application ville, performance tapes and names and addresses of at least four references. Supportive materials should include transcripts of academic record and media publicity. Material will not be returned unless return postage is included.

Prof. William Whitesides, Chairperson Violin Search Committee Conservatory of Music University of the Pacific 3601 Pacific Avenue Stockton, California 95211 Teir (209) 946-2833

ZEO/AA. Minority applicants are encouraged to apply.

ELICIAN FULL TIME FACULTY

Felician College, a co-educational liberal arts college, 10 miles from New York City. Is experiencing unprecedented growlit and seeks applicants with a strong mastery of discipline, a commitment to professional growth and development, excellence in teaching, and a desire to contribute to the College's interdisciplinary Core Curriculum and to the general intellectual campus cilmate. Ph.D. and college teaching experience preferred.

Valhamatics: to leach remedial through advanced mathematics courses.

Political Science: to teach introductory and upper level courses. Competence in International and Third World issues highly desirable.

Psychology: lo teach introductory courses, as well as courses in area of specialization, and to supervise students' undergraduate re-

Submit résumé with cover letter and three reforences to: Dr. Beale Schiwak, Dean for Academic Affairs, Felician College, Lod, N.J. 07644. AA/EOE.

2 kull time, tenure track positions available Sept. 1992

MATH INSTRUCTOR

ASSISTANT PROFESSOR OF CHEMISTRY

*Teach Besic Math and Beginning Algebra in Developmental program

Experise in Adult Learning, LO, competency-based education

DIXIE COLLEGE, Personnel Services

225 South 700 East - St. George, UT 84770 For now Historyton call (801)673-4411 (jed. 200) *Dide Callege is a two-year Community College with no swellment of approximately 3,000 students

*Teach beginning and intermediate level inorganic, Organic and Stochamistry *Chiel interest and experise must be in teaching, not research

Obie College

*Ph.D. in Chemistry preferred

Maciers degree preferred

RANK AND SALARYI Negotlable.

FACULTY POSITION

Department of Mass Media

The Department of Mass Media, Marletta College, is seeking a student-criented quality teacher with a strong commitment to education in the liberal arts. This tenure-track position is available for the academic year, 1992-1993. The Department is seeking candidates with a Ph.D. degree or ABD with completion Imminent. Applicants should have teaching and research interest in at least three of the following areas: mass media and society, comparative systems of media, advertising, broadcast journalism, and radio-television writing. Responsibilities include teaching, advising, appropriate service to campus and community, and professional and scholarly ac-

Marletta College was recognized by U.S. News and World Report as this year's Number 1 Private Liberal Arts College in the Midwest and has also received much attention for its undergraduate focus on leadership. Majors in the Department elect specialties in radio-television, journalism, adventising, or public relations. The Department of Mass Media is responsible for the operation of 9.3 killowatt and 10 watt FM stations; a cable television channel; the campus newspaper and the campus yearbook. These facilities are totally student operated and serve as excellent and

The College is located in Marietta, Ohio at the confluence of the Muskingum and Ohlo Rivers, and shares the historical traditions of the first permanent settlement in the Northwest Territory.

Some preliminary interviews may take place at BEA. Applicants should submit a letter of interest. resume, names of at least three references, and any other pertinent materials no later than March 27, 1992 to: Dr. Joseph Berman, Marletta College, Marletta, OH 45750.



Marietta College

NEW POSITIONS - GRADUATE PROGRAM

ASSOCIATE/FULL PROFESSORS—Grailuate nuising program positions available in beautiful, sunny North Miami, Florida at Florida International University. The Schwol in Nuising, in a growing, vibrant state university, is seeking dynamic faculty to take part in an innovative graduate program in psychiatric/mental health and adult/gerontological nursing.

Must have BSN/MSN and earned doctorate in nursing or related field, experience in graduate education, clinical practice and research. Eligibility for Florida nurse practitioner license desirable.

Salary and rank are competitive and will be communistrate with qualifica-tions and experience. Clusing date is April 30, 1992, Appointment is effec-tive August, 1992, peniling funding.

Please direct all applications to: Linda A. Simunek, Ph.D., Dean Florida International University School of Nursing North Mani (Campus North Miami, Florida 3310)

An Afilimative Action, Equal Access, Equal Opportunity Employer

Child Ocvelopment/Family Relations: As-sirtunt/Associate Professor, Department of Family and Consumer Sciences, Occupia Southern University. Tentre innex position in Child Development/Family Relations, Mine-month agalemic contract with sepasouthern University. Relations, Nine-month academic contract with separative and courses and patients courses in Child Development/Fanily Relations, Available. September, 1992. Responsibilities: teach understunduate and grations courses in Child Development/Fanily Relations; and services activities in the Department of Panily & Consumer Sciences, Ogalifications, State of Panily and Consumer Sciences, Ogalification and Consumer Sciences, Ogalification, Panily Relations, of Consumer Sciences, Ogalification, Minority candidates are exclusive information are subject to public inspection under the Georgia Ogalification and Consumer Sciences and State of Panily and Consumer Sciences of Pani



SCHOOL OF NURSING **FACULTY POSITION**

Applications are invited for a tenure-track position to maternal/child nursing. Senior faculty with established research programs and juntor faculty with good research potential are strongly encouraged to apply. Applications from minority candidates are particularly levited.

Applications from minority calculates are particularly introduced profile of teaching in graduate and/or undergraduate programs, research and scholarly activities, and service. Ample support for research program development is provided in the School of Nursing Research Support Con-

development is provided in the School of Nursing Research Support Contur and by the University.

The University of Missouri-Columbia is a major health sciences research indiversity. The School of Nursing and the University of Missouri Hospitals and Clinics are located on the main campus with the 15 other schools/colleges of the University. The School of Nursing offers NLN accredited BSN and MS programs, including an RN/ISSN/MS program. A Ph.D. program is expected to be in place in 1993-04.

Qualifications for the position include an earned declorate in nursing or a related field, a master's degree in maternal/child nursing, and a record of cosearch and scholarship or evidence of scholarly potential. Prior leaching experience in baccalaureate and graduate education is desired. Professorial rank and salary are commensurate with qualifications. The appointment will become effective September 1, 1992.

Applicants should submit a letter of application, a curriculum vites, and the names, addrosses and phone numbers of three references. Sond letters of nomination and/or application to:

Verna A. Rhodes, Ed.S., RN Chair, Search Committee University of Missouri-Columbia S213 School of Nursing Columbia, MO 65211

An Equal Opportunity Institution



THREE TENURE TRACK **FACULTY POSITIONS**

The University of Houston-Downtown announces three tenure track faculty positions in the Business Management and Administrative Services Department of the College of Business. The positions would locate September 1, 1992. (1) Assistant/Associate Professor of Management with interest in Furchasing/Materials Management or Entrepreneurship. (2) Assistant/Associate Professor of Markeling. Both positions require Plu.D. or D.B.A. In the appropriate field; ABDs may be considered depending on progress an dissertation. Relevant Industry experience proferred. (3) Assistant Professor in Office Management/Administrative Services. This position requires a Plu.D. or Ed.D. in Business Education or a field related to office management/administrative services including background and experience in teaching skill-courses including word processing. Relevant business experience preferred. Send letter of application, vita, transcripts, and the names and addresses of Send letter of application, vita, transcripts, and the names and addresses of three references to: Marvin L. Suits, Interim Chair, Business Management and Administrative Services, College of Business, University of Housion-Downlown, One Main Street, Houston, TX 77002. Phone (713) 221-8017. Review of applications will begin March 27, 1992, and will continue until the positions are tilled. In accordance with state law, if a person's primary language is other than English, he/she may be required to demonstrate English language competency through a satisfactory score on the Test of Spuker, English. The University of Houston-Downtown is an Equal Employment, Affirmative Action Employer.

UNIVERSITY OF CALIFORNIA. RIVERSIDE

ENGLISH

The English Department at the University of California, Riverside is seeking a current pool of applicants for a number of full-time and part-time Lecturer positions in the teaching of Basic Writing and Freshman English. These include a full-time lecturer to terrive as Assistant Director of Basic Writing. The salary per course is \$3,393.34. The full-time annual salary is \$30,540, initial contracts are for up to one year, with the possibility of reappointment. Further contracts may be for more than one year. Application and dosser should be sent to:

Professor George Haggerty
Chair, Committee on Writing Courses
Department of English
University of California Riverside, CA 92521-0323 Deadline for applications is April 6, 1992.

The University of California is an equal opportunity, alfirmative action employer,

Communication: Western Washington University. The Department of Communication is seeking an Assistant or Afsociate Professor beginning September 15, 1992, for a tennre tract position. Area of Instruction, Will seach position. Area of Instruction, will seach a parkety of upper and lower division courses including Survey of Communication (mass lecture). Advanced Public, Speaking, Principles of Persuasion, Topics in Communication and other courses is support of the departmental major and sensual education requirements professional Qualifications: Ph.D. required. A broad theoretical background in Speech Communication is desired. The

FACULTY POSITIONS

Hilbert College is a private institution in the process of transition from a two-year liberal arts college to a baccalaureale graning institution with programs in Business Administration, Criminal Justice, English, Human Services and Legal Assistant, pending Regents approximated fitteen miles south of Butialo in Western New York, the College anticipates a student population of 1,200 within three years.

BUSINESS ADMINISTRATION: Qualifications include a Ph.D. in finance/Economics, teaching experience at the upper division, and experience in course development and implementation. Teaching responsibilities would include courses in managerial finance, invisionents, money and banking as well as some lower division economic courses. Salery: \$30,000-\$37,000. Contact: Linda Bernstein, Chairperson, Business Administration

CRIMINAL JUSTICE: Oualifications include a Ph.D. in Criminal Justice, teaching experience at the upper division, and experience a course development and implementation. Teaching responsibilities would include courses in research, police management, serior security, and some introductory level offerings. Selary: \$25,000-\$30,000

Contact: Edward Qualey, Chairperson, Criminal Justice Program HUMAN SERVICES, Chairperson: Qualifications include a Ph.D. n Human Services, Sociology, or Psychology, administrative experient in an academic department, teaching experience at the upper division and experience in course development and implementation. Sziry \$25,000-\$30,000.

Contact: Rev. Dr. Bernard Olszewski, Associate Vice President to Academic Affairs

Faculty appointments are for a 10-month contract period. The normal teaching load is 12 credit hours per semester. Student advisement and participation on college committees are required. The starting date for all positions is August 15, 1992. All applications should received by April 10, 1992. Please include a letter of application, the rent vita and life names of three references. Hilbert College is an Equal Opportunity and Allismative Action Employer.

Hilbert College 5200 South Park Avenue Hamburg, New York 14075-1597 Fax (716) 649-0702

ALICE LLOYD COLLEGE Pippa Passes, Kentucky

FACULTY POSITIONS AVAILABLE

English: Teach a variety of courses in a new English major and assist implementation of program; a Doctorate of English. Speech/Drama: Teach introduction to drama and public speaking like Speech or Drama required, 18 grantitate hours in both areas preferred. Art: Teach art appreciation, studio art, painting, art history, and art the early elementary grades and direct art gallery. MFA in Art regird Education: Teach methods courses in K-12 program, supervising studio teachers and carrying out other responsibilities related to the effects ness of the teacher education program. Doctorale in education with eye rience and teacher certification professed.

Snanish Teaching teacher that are also professed.

Spanish: Teaching first and second year Spanish for college and second ary school Spanish for the June Buchanan School, and a campus laboratery school. Master's in Spanish required.

ry school. Master's in Spanish required.

Alice Lloyd College is located at Pippa Passes, Kentucky in the benefit hills of Eastern Kentucky between Hazard and Prestoraburg. Since the College's transition to four-year status in 1980, enrollment has quider pled, the faculty ins doubled, the campus has been practically read and a K-12 laboratory school has been established. The College contains to add programs and majors to enhance its mission of providing a quitty, fuition-free, liberal arts education to qualified Appalachan students. All students participate in an institution-wide work program, fooly and administrators five on the campus, cat in the cafeeria, and saw is role models, counselors, mentors and friends to students. interested candidates should send a letter of application, current vis. and the names, addresses, and phone numbers of three references williage Campbell, Dean; Alice Lloyd College; Purpose Road; Papa Passes, KY 41814; 606-368-2101 x5002

Alice Hoyd College is an Equal Opportunity Employee.

condidate minst demonstrate evidence of successful senting experience State Negotiable, depending on qualifications and experience. To ensure consideration, send vita, three felters from persons familiar with professional preparation and experience, teaching eviduations, and articles or other examples of the holory block. The successful and design and professional experience, teaching eviduations, and articles or other examples of the holory block.

Communications journalisms Broadcasting: Journalism: One Year fixed-term renewable position beginning August, 1992 Loculure in communication-related held. Minimum requitement: M.A. Professional experience and university teaching preferred. Experience in using Maintonh computers for classroom teaching desirable. Successful candiate will teach undergraduate covers in reporting, copy editing, unduswritus, public relations and mass control-mication theory. Responsibilities also in-

rence, leaching evaluations, and articles or other evamples of scholarship to I cary S. Richardson, Chau, Department of Communication, WWU, Hellingham, Washington 98225-9102 AA/F/DE.

Communication Artifournalism/Public Relations: Unitin University, Jackson, Tennessee, Tennevineck, rank and salery open, beginning August, 1992. Teach journalism, public relations, advise school newspaper, Ph.D. or Master's with professional experience. Union University is a private, theral articles and legislatished with the Tennessee Haptis Convenion Sent letter of application, returned and chonen numbers of three references to Dr. Kinadhallard, Cummunication Arts Denatument, 1-45 By-Pass, Union University, Jackson, Tennessee 1891S, Application review because Arts June University, Jackson, Tennessee 1891S, Application review because Arts June University, Jackson, Tennessee 1891S, Application review because Arts June University of the immeristration and community of the immeristration of the interpretation returned goes sink field transcripts required goes sink field.

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Communications / International Develop-ment: Developmental Communications. Two year USAID funded position, Bunda College of Agriculture, Malawi. Teach: Communication Theory, Technical Writ-ing, English; Supervise Research, Mani-

OWEN GRADUATE SCHOOL OF MANAGEMENT

Vanderbilt University

Faculty Position for 1992-93

The Owen School anticipates filling one position in Finance for the fall of

GENERAL QUALIFICATIONS AND EDUCATION

The candidates for this position must have the Ph.L. or equivalent degree and must have experience in research and teaching commensurate with the position for which application is made Applicants for the position of Assistant Professor should anticipate completion of all requirements for the doctorate prior to the date of employment. Candidates who will have completed all degree requirements except the dissertation will be considered for the rank of instructor.

APPOINTMENT AND SALARY The appointment will begin in late August 1992. Faculty salaries are highly competitive and are determined on the basis of rank and experience. Salaries in schools of management are substantially above salaries in many other areas

THE OWEN SCHOOL
The Owen School is devoted exclusively to graduate management education. It offers both MBA and Ph.D. degrees. The school is small with approximately 400 students and 40 faculty. The size of the school encourages interdisciplinary research. The school provides substantial support for research and expects a high level of scholarship in research and teaching. APPLICATION DETAILS

Nancy Lea Hyer, Associate Dean Owen Graduate School of Management Vanderbilt University 401 21st Avenue South Nashville, Tennossee 37203

VANDERBILT IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Chestnut Hill College RELIGIOUS STUDIES OPENING

Chestmit Hill College, a four-year women's liberal arts college in the Catholic trudition, was founded in 1924 by the Sisters of St. Joseph. It is located in the suburban Chestmit Hill area of Philadelphia, Although the truditional division admits women only, the graduate and continuing education divisions are coedicational.

Chestaut Hill College invites applications for an assistant/associate tenure track position in Religious Studies and Chair of the Religious Studies Department. A commitment to the education of the contemporary woman, to multi-cultural diversity, and to a college in the Catholic tradition is necessary in any applicant, Earned Ph.D. or D.Min. (spiritual direction) required. Preferred areas of specialization include historical theology and/or applied spirituality. College teaching experience or equivalent is required. Applicants are expected to teach in both the graduate and undergraduate angulants.

Duties as Chair include the coordination of the graduate holistic spirituality program. Some administrative experience is preferred. Applicants are asked to send an introductory letter, curriculum vitae, and three letters

Office of the Academic Dean Religious Studies Scarch Chesinut Hill College Philadelphia, PA 19118-2695

All materials are to be postmarked no later than March 27, 1992. Late applications will continue to be reviewed until the position is filled.

HEAD, DEPARTMENT OF ART #1-01-8002

POSITION: Provide leadership for a dynamic, six-person department offering B.A. and M.A. Administrative duties: ourrioulum plenning, budget, etudent advising, end overall management of art facilities, personnel, and programs. Head will also teach ceramics, other courses as appropriate, Ninemonth appointment begins August 27, 1992. Rank: escociate professor or professor. Competitive salary and benefits.

QUALIFICATIONS: Required: M.F.A.; record of creative work, college-level teaching experience appropriate to senior rank and tenure; demonstrated successful administrative experience (or strong potential). Professel: Experience in public schools; background in art history.

APPLICATION: Send letter of application, vita, names, addresses, and telephone numbers of four references, copies of transcripts, twenty slides of creative work, twenty of student work (slides will be returned) to John P. Frazee, Adams State College, Alamosa, CO 81102; (719) 589-7771. Deedline: April 3, 1992. Applications received after deadline may not receive full consideration.

ASC is particularly interested in application



Firty.

Communications / Radio: Communications instructor — Reporter/Producer, Teaches radio production and news writing at University of Idaho 150%) and gathers, writes and produces news stories and featurer for Northwest Public Radio at Washington State University, a network of 4 stations and 10 translations serving eastern Washington, anothers idaho and northerstern Oreton (50%). Based in Moscow, Idaho and Pullman, Washington offices, Aust be able to work Independently, Qualifications: I years' professional radio reporting and a Bachelor's degree. MA andor teaching experience preferred. \$25,000.528,000 depending on experience phas pendia, For an information packet, job description and

mum MA in relevant fields and developing country experience. Africa preferred. Seed 6580. Deadline to apply is April 3, 1992. WILL is an EO/AA employer and educator. Protected group members are encouraged to apply.

Firtiv.

Community Services Coordinator responsity.

to apply.

Community Services Coordinator responsible for the organization, fiscal management and administration of a comprehensive community service program including student froup advisers that USC is a COOL HUB and Offraffe Campus, Master's denre in Student Personnel, Higher Education, Social Work or related field, Knowledge under experience in advising student organizations, businesting, state writing, marketing, public relations, and student development theory, Salary \$25,996 annually with all state benefits. Letter of application, résunde, and three professional feliers of reference forwarded by April 3, 1997, to: Community Service Screening Committee, Department of Student Life, AHULI, University of South



A Branch of New Meason State University

The newly created division of Allied Health and Public Service requires an energetic program builder to assume responsibility for current curriculum areas of Radiologic Technology, EMS-Paramedic, Nursing Assistant, Respiratory Care, In-Home Child Care and Fire Science and develop proposed curricula in Physical Therapist Assistant, Homemaker/Home Health Aide, Medical Assistant, and Occupational Therapist Assistant.

Qualifications for Division Head (Assistant or Associate Professor or Professor): Master's Degree in Health, Education, Administration, or related field; three to five years experience in a field directly related to the division; three to five years post-secondary teaching experience preferred. Position is tenure track. Effective June 1, 1992 (sooner if possible.) Salary range \$35,800 - \$43,000 for 12 months. Benefits include group medical, hospital, and dental insurance, group life insurance and state educational retirement.

Doña Ana Branch Community College, a branch of New Mexico State University, is located in one of the fastest growing areas of the country. The opportunity to work in a caring, student-centered institution dedicated to teaching and learning is enhanced by year-round sunshine, friendly people and low taxes. Over 3,000 students are enrolled in vocational/technical and developmental courses leading to associate in applied science degrees and certificates.

Send letter of application, resume, references and transcripts by April 1, 1992 to:

> Donaciano E. Gonzalez, Provost Doña Ana Branch Community College P.O. Box 30001, Dept. 3DA Las Cruces, New Mexico 88003

DARCCHIASU IS AN EEQAA EMPLOYER



CASTLETON STATE COLLEGE Asian History

Tenure-track position beginning August 1992 in Department of History, Geography, Economics and Politics at small, primarily undergraduate, fiberal arts state college: to leach the introductory World Civilizations courses and both introductory and upper-level Asian history courses. East Asia (China, Korea, Japan, Vietnam) strongly preferred. Ph.D. and strong interest in teaching required: ABD considered; teaching experience preferred. Salary and rank dependent on qualifications and experience. Review of applications will begin on April 30, 1992 and will continue until position is filled. Send letter of application, copy of transcripts, resumé, and names, addresses and telephone numbers of three references to Dr. Joseph T. Mark, Academic Dean, Casileton State College, Casileton, Vermont 05735. Castleton State College is an AA/EOE.

Carolina, Columbia, South Carolina 29208; telephone 1803) 771-5780; Pay (803) 777-7396. The USC is an AA/EEOC.

Composition: Tenure-stream position at the assistant professor level in a freshman composition department with a large faculty from diverse disciplines which teaches writing with a content-based curriculum. We seek teacher-scholar with knowdedse of writing theory and/or experiences and laterest in the teaching of writing in an inferdiering state of a polletation, respirations, content and research experience. Traching and research experience. Traching and research experience. Traching and research experience. Traching and research experience. In built-research in the teaching of writing theory and/or experiences and laterest in the teaching of writing in an inferdieric state. The course of professor the course of the content of the course of the co est in the teaching of writing in an interdis-cirvinary context. Ph.D. required. Publica-tions desirable. Send letter of application and curriculum vitae to Professor Jose-leyne State-Tien., Chairperson, Depart-ment of American Thought and Laranage. Collegs of Arts and Letters, Michigan State University, East Lansing, Michigan 48E24-1033 before Friday March 20, 1992. EOE.

Computer Electronics: College Instructor in Computer Electronics: Design college level syllebt, and teach Commuter Hiertronics and Robotic Technology. Instruction includes boste DC and AC electronics in Instruction includes boste DC and AC electronics, districtive, robotic systems. Oracle papers. Advise students on academic problems. Need Master of Science or equivalent in Electrical Engineering. Need four years experience as College Instructor in Computer Electronics. 40 hours week; \$24,000 year (12 month period). Apply at Texas Employment Commission, Houston, Texas Employment Commission, Tex Bingloyment Commission, Tex Bingloyment Commission, Texas Employment Commission, Texas Employment Commission, Texas Employment Commission, Texas Employment Commission, Tex Bingloyment Commission, Texas Employment Deportunity Employer.

plied Computer Science, Illinois Siata University, Normal, Illinois 61761-6901. AA/

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Computer Sciences 40 hours per week, 8 a.m.-4:10 g.m., Ph. D. in Management Science, Research and publication skills. Fluescy in Spanish. Knowledge of Latin American University Systems. The primary responsibility with he to teach soft-wave engineering related courses at both the graduate and derignizate levels. In addition to teaching and the normal faculty duties of student advising, upper sings of directed studies, departments tronmulies work, and maintaining an active program of research these will the a specific need to work with other faculty members in the effort to re-enamine the courses offered by the department in light of recent changes made in the second software engineering. In addition, a parish of the service requirement will entail interaction with Latin American universities requiring a fluency in Spanish and familiarity with Latin American university systems. Salary is \$44.450 yearly, Job is located in Pensacola, Florida, Sand resumt to Job Service of Florida.

Send resumt to Job Service of Florida.

Send resumt to Job Service of Florida.

Florida 32303. Job Order #Ff_Opt.5388.



BULLETIN BOARD: Positions available

Anioch University invites numinations and applications for two faculty posi-nors in its graduate programs in the School for Adult and Experiential Learn-

ing ISAEL).

1. Management: Faculty member to teach in innovative weekend M.A. program in Management. Some teaching responsibilities in adult B.A. program as well. Ph.D. required, preferably in one of the following fields: organizational behavior, economics, business pullcy, operations, or a close-lyadical area. Contact Dr. Stephen Brzezinski, Director of the Graduate Management Program, Search Committee Chair.

Management Program, Search Committee Citair.

2. Conflict Management: Faculty member to direct new M.A. program in Conflict Management. The program will deal with theory and practice across a braid range of applications and will combine both external and residential components. The program will begin Spring 1993. Significant at adentic and practitioner experience in some area of conflict management and disclorate in appropriate field required. Contact Dr. Shierry Weber Nicholsen, Director of the Individualized Master of Arts Program, Search Committee Chair.

of the individualized Master of Arts Program, Search Committee Chair.

Aniloch University is known for its tradition of educational innovation. SAEL is located on the Antioch campus in Yellow Springs, Ohio and serves 500 students through an undergraduate weekend college for adults, a graduate weekend program in management, and an individualized external degree M.A. program with 220 students in the United States and abroad. In addition to SAEL and Antioch College on the Yellow Springs campus, Antioch University includes Antioch Southern California, Antioch New England Graduale School, and Antioch Seattle.

Thirty minutes from Dayton and an hour from Cincinnati and Columbus, the village of Yellow Springs attracts creative individuals who are socially concerned and vitally involved in the life of the community.

cemed and virially involved in the line of the Community.

The Search Committees will begin reviewing applications as received and will continue to review them until the justitions have been filled. The positions are full-time, with twelve-month contracts, and are available July 1, 1992. Applications should include a personal statement of Interest and qualifications, along with a complete resume and the names, addresses, and telephone numbers of four references. Send nominations and applications to the appropriate search committee chair at

Antioch College

800 Livermore Street Yellow Springs, OH 45387

Artioch University is an aftirmative action, equal opportunity employer Applications from women and minorities are encouraged.

University Of Florida, College of Education

Departments of Instruction and Curriculum,

and Special Education

Two Assistant Professor tenure-truck pusitions in a collaborative Early Childhood/Early Childhood Special Education program. The program is a new specialization in the College of Education's nationally recognized PROTEACH teacher education curriculum. Each position's rostered in its respective department. These positions involve teaching undergraduate and graduate courses, supervision, research, and service. Salary is competitive. Requirements for both positions include tay doctoral degree in an appropriate discipling, (b) professional experience with young children, and (c) evidence of potential for significant scholarly accomplishment. Preference will be given to candidates with experience in university teaching and supervision, and proposal writing. Applicants must be committed to interdisciplinary collaboration in the education of early childhood professionals and a full Inclusion model of service delivery.

Early Childhood: Candidates for this position should have training and experience in working with kindergarten and primary-aged children, and expense in several corricular areas (e.g., mathematics, social studies, etc.). Applications should be sent to Dr. Linda Lumme, 258 Norman Hall, University of Florida, Gulnesville, FL 32611-2053.

Early Childhood Special Education: Candidates must have training and experience in working with children with disabilities, preferably severe disabilities, and their families. Applications should be sent to Dr. William Reld, G-315 Norman Hall, University of Florida, Gainesville, FL 32611-3053

Plaze submit a letter of application, a curriculum vitae, three letters of reference, and reprints of two recent papers. Letters of application must be received by March 31, 1992.

The University of Florida is an Equal Opportunity,

the appropriate search committee chair at



Chairperson **Department of Physical Education** and Athletics

Description: The Chairperson of the Department of Physical Education and Arhibits a leads the department in the development, administration, and evaluation of department programs, facilities and personnel. The Chairperson make recommendations regarding physical education affairs to the Dean of the School of I docation and recommendations concerning athletic affairs to the Vice Chancellor of Academic Affairs. The department offers majors in three professional programs, a service program, and ten varsity sports for men and nate varsity sports for women.

- Qualifications:
- doctorate in Physical Education or a related field
 kniiveledge of physical education, athletics, teacher preparation and
- strikerredge in physical education, structure, texture preparation on the countring of the monstrated learnership, interpersonal, and managerial skills within the University and externally on behalf of the University experience in administration of Physical Education and Athletic programs at the collegiate level of the external skills in lostering excellence in teaching, service, scholar-
- ship, and faculty development

 demonstrated commitment to enhancing diversity.

Salary Competitive.

Terms of Appointment: Tenure on appointment, rank of Associate or Full

Beginning Date: September 1, 1992. To Apply: Letter of application, résumé, three current letters of recommenda-tion and undergraduale and graduate transcripts.

Dr. Mel Lewis, Chairperson Search and Screen Committee McPhee Physical Education Center University of Wisconsin-Eau Claire Eau Claire, Wisconsin 54702-4004

Application Deadline: April 17, 1992.

Under a Wisconsin court-approved settlement of litigation involving search records, the University is obliged to release a broad list of all nominees and applicants without differentiating the category of those nominees and appli-

The University of Wisconsin-Eau Claire is an Equal Opportunity,
Affirmative Action Employer.

Mathematics Faculty College of Science and Technology

Applications are invited for a tenure-track position in Mathematics, effective Full 1992. All specialties are encouraged to apply, with some preference given to those candidates with training or experience in statistical modeling or stochastical processes. Salary and position are open. The primary resonsibility of the position is teaching, with the possibility the position will evolve into a joint tenching/research position with research institutes on the CCSU campus. Candidates should have a Ph.D. in Mathematics or Statistics by the starting date of their contract. Applicants should send a letter of application, curriculum vita, academic transcripts. and three letters of reference to: Dr. Roy S. Ellzey, Division of Computer Science and Mathematics, Corpus Christi State University, 6300 Ocean Drive, Corpus Christi, TX 78412. Applications should be received by April 15th; applications received after that date will be considered until the position is filled.

Corpus Christi State University A Campus of The Texas A&M University System CCSU is un Equal Opportunity, Affirmative Action Employer

Computer Science: The University of Southern Mississippi invites applications and nonanations for a tenure track costition in scientific computing to bealing in August of 1992. Qualifications include evidence of ability to conduct scholarty research, obtain expensal research funding, and to teach doctoral courses and direct dissertations in scientific computing. The successful applicant, who should have an earned doctorate for computer science, mathematics, or physics, will be appointed to the faculty in which his/her doctorate was earned and will be domiciled at the Steam's Space Center where he/she should be capable of interacting with the agencies a such fields as occanographic modeling, remote sensing, pattern recognition, or detection and processing of underwater acoustic signats. An patient recommon, to detect that and processing of underwater acoustic signals. An application, at its consist of a letter of application, a résumé, and the names, addresses, and telephone aumbers of three octoons willings to provide néferences. Applications, nominations, and inquiries will be received in conditions and inquiries will be received in conditions by Dr. Grayson H. Rayborn, Chair, Faculty Soarch Comortine for Scientific Computing. University of Southern Missisteria, Conter of Higher Learning, Balding 1103, Stennis Space Center, Missisteria 19559, Review of northernions will begin April 1, 1992, and continue until the position is filled. AAFEDB.

Computer Science: The Computer Science Department of the University of Atabama in Hunisvillo (UAH) Invites applications for tenure track faculty positions at the Assistant Professor level. A Ph.D. in Computer Science or related areas is required and applicants should have a demonstrated ability to do research. The UAH is located in one of the country's most rapidly expanding high technology areas with a population of 275,000 and a large technical community, with excellent public achools. Opportunities to pursue research supporting NASA and strategic defense activities are namerous. The University has an entollment of over \$500 students with research centers in the areas of robotics, optics, mi-

crosmovity, space pissma and materials development in space, which provide opportunities for Joint projects. The Computer Science Department has 16 full-time faculty, offers the B.S., M.S., and Ph.D. degrees and has research emphasis in the spaces of artificial inselligence, software eagineering, computer yislom, advanced computing specificatures, and data magagement agricum. The department has necess to a wide variety of computational systems: these facilities a SUN Spacestation inb. a VAX hab mul numerous PC labs within the department. In addition, there is ready access across the campus backbone to other machines as well as its estate of Alabarna. CRAY KMP and NCUBE Hypercube machines are located in an adjacent research park and are dedicated to university research and lateration Hessenberg and

DEPARTMENT CHAIR

Educational Leadership and Policy Studies

The faculty of the Department of Educational Leadership and Policy Studies in the College of Education at The University of Oklahoma is seeing a dynamic, energetic leader to serve as chair. The Department includes 20 full-time positions. A unique opportunity exists in this department to define innovative derections in Educational Leadership white strengthening as already firm commitment to scholarly productivity. Educational programs include amphases in Educational Administration, Curriquium, and Bupervision; Adult and Higher Education and Educational Foundations. Degrees offered at the master's and doctoral levels.

Position: Department Cherr. Associate/Full Professor, tenure track, twelve-month appointment. Reguland Qualifications

- Earned doctorate with specialization in the energial of Educational Administration, Curriculum, and Buparvision and/or Adult and Higher Education.
 Bicholarly productivity, teaching, and service deserving of tenure at the rank of associate or full professor.
 Experience in advising graduate students and supervising doctoral dissertations.
- tions.
 Expendice in working collaboratively with faculty, students, practitioners, and
- Destrable Qualifications

Successful grant whiling experience.
 Experience with ecademic program development at the graduate level

Experience with academic program development at the greduate level SALARY; 12 month. Competitive, commensurate with training and previous experience. The University has an excellent fringe benefit program. ANTICIPATED BEGINNING DATE: August, 1992. APPLICATION DEADLINE; Initial accepting will begin April 1, 1892, and remain open until the position is filled. APPLICATIONS must include a curriculum vites and the names, addresses and telephone numbers of five references. Please send epitications to Cheir of Search Committee (ELPS), College of Education. The University of Oklahoma, 820 Van Viset Ovel, Norman, OK 73019-0260.

The University of Oldehome is an Equal Opportunity, Affirmative Action Employer. Women and/or minority candidates are strongly encouraged to apply.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

ART FACULTY OPENING Eastfield College, Dallas, Texas

Eastfleid College, part of the seven-college Dalias County Community College District, is seeking an experienced educator and artist for an art instructor position. Eastfleid, sometimes known as the "Education Village" because of its unique architecture, continuatly assesses the educational and cultural needs of students and the community in order to provide the fineat in educational services. The campus is located in Mesquite, an eastern suburb of Dalias, TX, and has an enrollment of over 9,000 credit and 2,00 non-credit students.

Responsibilities include teaching three studio art classes, to include drawing and design, and one seminar per semester; and performing academic advisement for students. Requirements: Master of fine Arts degree with a major in art, or a master's degree with 18 graduate hours in art: three years of teaching experience, and must be a currently practicing visual artist.

For Application: Please send a résumé lo Ms. Kate Kelley, Personnel Coordinator, Eastfield College, 3737 Motley Dr., Mesquite, TX 75150-2099. A DCCCD application form will be sent to applicants for completion and return. All application materials must be in the Personnel Office by the deadline of April 3, 1992.

EEO/D/AA Employer

SPOKANE COMMUNITY COLLEGE is accepting applications for a tenure track INSTRUCTOR IN **ADMINISTRATION OF JUSTICE**

To teach assigned courses in the Law Enforcement Program areas including teaching a wide variety of law enforcement subjects, both technical and applied. May also be required to instruct physical education classes, provide individual counseling when necessary and act as club advisor from time to the

For further information including minimum qualifications, duties, responsibilities and application procedures, contact Community Colleges of Spokane, Human Resources Office, 2000 N. Greene Street, Spokane, WA 99207. Phone: (509) 533-7429. Deadline for applications is April 6, 1992.



CRAY XMP and NCUIDE Hypercube machines are located in an adjacent research and instruction; Hease submit a design are considered in an editorn research and instruction; Hease submit a design of statistical analysis. Minimum qualification and the reference to the Programment of patients of the Programment of the Programment of patients of the Programment of the Programment of patients of the Programment of computer services to computer services to computer selence in computer selence in the patient of the Programment of t

Iniversity Assistant/Associate Professor

George Washington

Higher Education Administration The School of Education and Human Development infles

applications for an assistant/associate professor in Higher Education. This non-tenured position has a three-year renew able contract. Starting date is September, 1992.

Responsibilities include teaching courses in higher education administration at the main campus in Washington, DC and at off-campus sites. Additional responsibilities include advising graduate students, chairing dissertations, carrying out administrative responsibilities needed to develop the higher education administration program marketing promo tion, and recruitment.

Experience and expertise in higher education administration required; Doctoral degree preferred.

Applications will be accepted through March 31. Application materials, including curriculum vita and names and addreses of three references should be sent to:

> Dr. Reynolds Ferrante, Chair, Search Committee School of Education and Human Development The George Washington University Funger Hall #506D Washington, DC: 20052

CHAIRPERSON Early Childhood Education College of Education TOWSON STATE UNIVERSITY

The Department of Early Childhood Education is seeking qualited application the position of Department Chaliperson.

An corned doctorale, experience in early childhood education, an establish record of scholarship and excellence in leaching are required. College led administrative experience for directing a department of nine full-time facily is essential. This is a lenure-track position with a six-hour teaching-load par semester. Solary and rank are negotiable.

Candidates should send a letter of application including areas of leading expertise, curriculum vitne, three current letters of recommendation, and a

Dr. Joan I tildebrand Enrly Childhood Education Department College of Education Towson State University Towson, Maryland 21204

The application and closing date is April 15, 1992. Towson State University is a liberal arts based, comprehensive university enrolling 15,000 undergraduate and master's degree students. It is located as a 326 acre compus in the northern suburbs of Baltimore.

An Equal Opportunity, Affirmative Action Employer

Counseling: Assistant Director. Clinical Services (starting july/August, 1902). Dattes involve management and administration of clinical services provided by large, multi-disciplinary sanff including poschologists, psychiatrists, and social workers, with large cadro of multi-disciplinary trainees. Will have responsibility for recruiting with large cadre of multi-disciplinary frainees. Will have responsibility for recruiting
and treining large group of temporary counseling staff. Will be expected to give visionary leadership to area which will be underproins similicant changes to continue meeting evolving mental health needs of college
students, Along with Director and secund
Assistant Director, incumbent will provide
overall administrative leadership for center
as a whole. Preferred qualifications: welldeveloped clinical shills and sensitivities,
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with broad experience in easesament and
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indedness" with precial sensitivity to organizational change processes; experience
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time-limited therapiers, ability to establish
effective quality control measures; strong
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supervicion; ability to evaluation, articulate
and advocate for evulvans mental health
needs of college students; bernsitivity to
meds of a culturally diverse empost; denomstrated ability to build and manage effective multi-disciplinary yterliment learns; familiarity with travining needs and requirements of multi-disciplinary staff and insinces; and experience in working with
complex management information 353tems. Requirements; Doctorate in chinical

with qualifications and experience. Please seed letter of application, resume and the names of three references. Io. George Kingster, Associate Dean, Division of Continuing Education. It le laternational Center. The University of lown, lown City, lows 2524. Applications accepted until the position is filled. Screening begins March 16, 1992. An Affirmative Action, Equal Opportunity Employer. Women and members of minority groups are encouraged to apply.

Counseling: Assistant Director, Cinical Services (atarting July/August, 1992). Dattles involve management and administration of clinical services provided by large, multi-disciplinary staff including psychologists, psychiatrists, and social workers, with large cadre of multi-disciplinary trainees, will have responsibility for recruitinary remises.

Counseling Counseling Center Directs
Applications are invited for the president
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April 20, 1992.

Counseling: See regular classified where constant until position is filled.

Consoling Psychology: Counseling Center plantonial. The Counseling Center plantonial. The Counseling Center plantonial. The Counseling Center plantonial in the University of North Carolina at Charbits announces a vacancy for a full-time focusal-level psychologist. Responsibilities include: individual counseling-therapy, ourselvent proposelinal psychologist programming, psychological and caser assessment, consultation, and supervision of pardunts students. Preference will be always to candidates with experience at lister. The Center provides services to suspect appulation of 15,000. Required exalications: Connected Ph.D. in counseling in counseling center setting presented as counseling center setting presented, claribility for North Carolina because, some well-defined research and practice, there and tomostolity with position, and compatibility with position, always with cultern resume, there is a consulation of 15, and tomostolity with position, and compatible transcripts to Dr. Counseling Center, The University of North Carolina at Charlotte, Charlotte,

College invites applications for the Director Student Counseling Center. The Center will provide individual and group counseling for a student of population of 2,400. The position will include some training the increase of the position will include some training the professional student groups. On the professional student groups. The profession of reference on the profession of the profession of reference on the profession of the profession School Psychology at the graduate level, national or state certification (or certifiability) as a school psychologyst. Expertise in developmental psychology, and urban higher education teaching experience preferred. Send letter of interest, curriculum vitae, official transcripts, and three letters of recommendation by April 24, 1992, to: William L. Dandridge, Acting Dean, Graduate College of Education, University of Massachusettis-Boston, 100 Morriscey, Boulevard, Boston, Massachusetty 0212-3393. An Affirmative Action, Equal Opportunity, Title 1X employer.

Counselor Education: The University of Florida Department of Counselor Education invites applications for an assistant professor level faculty residing to the professor level faculty residing to the professor level faculty residing to the professor level faculty publication; offective teaching, supervision, and professional experience; and demonstrated professional involvements are desirable, Attainment of or eligibility for licensure in Florida as a Mental Health Counselor is essential, Primary professional experisefiniters for the position is in Counselor in Community Settings. Responsibilities will include teaching in a CACREP core area, retearch, service, supervision of students' field experiseries, supervision of students' field expe-

UNIVERSITY OF SOUTHERN CALIFORNIA Department of Nursing

ASSISTANT CHAIR FOR ADMINISTRATION

The Department of Nursing invites nominations and expressions of interest for the position of Assistani Chair for Administration. Candidates for this position will have demonstrated administrative expertise, scholarship, and interpersonal skills essential for dynamic leadership. The Assistant Chair assists in academic and student affairs, supports faculty in the development of new programs, participates in recruitment and hiring of faculty, prepares annual reports, assists in designated areas of the budget and teaches assigned nursing

Durses.

Candidates should have an earned doctorate; a Master's degree in Nursing,
anderson in academic administration; under-If doctorate is not in nursing; experience in academic administration; graduate and graduate teaching and curriculum experience; and demi ed commitment to research and scholarly endeavors

USC is one of the nation's leading centers of teaching and research and is the oldest independent research university in the West.

Nominations and expressions of interest will be received until June 15, 1992 and should be submitted to: Julena M. Lind, RN, MN Interim Chair Department of Nursing University of Southern California 320 W. 15th Street, Leavey Hall Los Angeles, CA 90015

USC is an equal opportunity, affirmative action employer.



State University

ASSISTANT/ASSOCIATE PROFESSOR Science Education

Full-time, tenura-track position in the College of Education and affiliated with the College of Solence, Engineering & Technology to teach courses in mathematics and/or science and education at the undergraduate and gradate levels. Participate and essist in current science education projects and activities associated with the Consortium for international Earth Science Information Network (ClESIN). Ph.D. in science, mathematics, or science education and minimum of three years of K-12 teaching experience required. College level teaching experience preferred. Salary negotiable.

ASSISTANT/ASSOCIATE PROFESSOR **Teacher Education**

Full-time, lenure-track position to teach courses in undergraduate elementary and/or secondary education methods, supervise student teachers, and teach graduate level course in foundations of education. Ph.D. preferred, ABD required for consideration, Minimum of three years K-12 teaching experience required. Salary negotiable. For full consideration, send letter of application, curriculum vitae, and three recent letters of recommendation by April 3, 1992 to Larry Fitzpatrick. Director of Personnel, Saginaw Valley State University, University Center, MI 48710. AA/EOE.

Women and minorities are strongly encouraged to apply.

EDUCATION

Tenure track position baginning August 1982. Ph.D. or Ed.D. in ele-mentary education and/or reading. Three years' teaching experience in

Supervision of field experiences & student teeching
 Teaching Education Psychology & Reading courses on graduate and undergraduate levels

Send: letter of interest, résumé, transcripte, names, addresses. & phone numbers of three current references to:

Dr. Carol P. Hamsey Dapartment of Education Lake Eria College Painesville, Chio 44077

Consideration of applications will begin March 25 and continue until the position is filled.

Affirmative Action, Equal Opportunity Employer

ricaces and research, and coordination of practicum and internship activities for the department. Preference will be given to candidates having associated expertiseinsteast in mental health assessment audior adult development and aging. All entry-and doctoral-level programs in the department are CACREP-accredited, CACREP-ment are CACREP-accredited, CACREP-ment are CACREP-accredited, CACREP-accredited doctoral program gradules are accordated accord

 ${f T}$ he most extensive listing anywhere of jobs available in higher education -

every week in The Chronicle.

JOHN JAY COLLEGE **OF CRIMINAL JUSTICE**

The City University of New York Announces (9) faculty positions for September, 1992

(Subject to Financial Ability)

John Jay College of Grinninal Justice is a liberal arts college with a specialized inission in criminal justice, public service and fire science. In these areas, in offers the Associate Degree, the Bachelor of Arts and the Bachelor of Science degrees. The Master's degree programs are in criminal justice, forensic science, public administration and fire protection management. In addition, through The Graduate School and University Center, a Ph.D. in criminal justice is official.

The College seeks applicants with a demonstrated record of prior teaching and The clonege sees approximation in both graduate and undergraduate educa-tion. Decrotate required unless otherwise addicated. Lumination of five one year approximations at rank of histoctor.

Department of African-American Studies

Ph.D. in Sociology with a specialization in the African-American experience required. African-American history, social movements, and race relations are the preferred areas.

Department of Art, Music and Philosophy
Assistant Professor

Ethnic master specialist. To teach history of rock and jazz, with capability in world master, general survey, introductory theory for non-imagors. Terminal degree in music required

Specialist in professional writing and communication theory to teach and develop upper level writing courses. Experience teaching with computers highly desirable. Ph.D. or equivalent.

Department of Government Assistant Professor/Instructor

To teach courses in inban politics, state and local government, New York City politics, and supervising internships in New York City government

Department of Law, Police Science and Criminal Justice Administration Assistant Professor Applicants should have specialization in criminal Liw, criminal procedure and evidence. Experience in practicing law related to these subjects strongly preferred. J.D. preferred.

Librarian Assistant Professor/Instructor

Two years' experience in legal and scientific reference and bibliographic instruc-tion essential. ALA accredited MLS, 35/hr week, usefuding some evening and weekend hours.

Department of Mathematics Assistant Professor/Instructor/Lecturer

Preferred areas include computer science, numerical analysis or operations

Department of Public Management Fire Science Division Assistant Professor/Instructor

research.

Preferred candidates will possess a doctoral degree in fire science, public administration, protection engineering or a related field, along with management, technical, and/or policy making experience with fire service organizations. ABD candidates and candidates with Master's degree and exceptional technical qualifications are encouraged to apply.

Department of Puerto Rican Studies
Assistant Professor/Instructor

Preferred areas of expertise include Phorto Rican/Hapanic communities, the experience of racism and discrimination of matorities in American Suckey; along with expertise in one or more of the following areas: ambropology, criminal justice, government, history, literature, political science, and sociolo-

Salary for all positions is commensurate with qualifications and experience. Applicants should send a letter of application, curriculum vitae and the names of three references to Dr. Basil Wilson, Vice President for Academic Affairs, John Jay College of Criminal Justice, 893 Tenth Avenue, New York, NY 10019

Deadline: April 30, 1992.

John Jay College of Crimuial Justice is an EEO/AA Employer.

seling from regionally accredited Institution required. NCC and School Certification preferred. Strong ABD considered but retention dependent upon doctorset. Summer teaching available, Screening begins Arrill 5: 1992 and continues and position in filled. Starting date July or August, 1992. Send application letter, resumé, tractivis, and three letters of reference to Dr. Charles Weiner. Chair, Henderson State University, Box 7314, 1100 Henderson State University, Box 7314, 1100 Henderson State University and equal opportunity, affirmative action employer. ourned by the 1986 Immigration Act, appli-cants should be prepared to present accept-able documentation showing their Mently and their U.S. clitzquahin or alien status authorizing work in the U.S. Coppin State College to an Affirmative Action, Equal Opportunity Employer.

Is filled. Starting date Jaly or Aususi, 1992.
Send application letter, résumé, transcripts, and three letters of reference to Dr. Charles Weiner, Chair, Henderson State University, Box 7314, 1100 Henderson State University, Box 7314, 1100 Henderson State University, Box 7314, 1100 Henderson State University of San Antonio, Texas, seeks Assistant Professor of Public Justice in tenure-track position applications not guaranteed full consideration. Henderson State University is an equal opportunity, affirmative action employer.

Criminal justice: Faculty position. Coppin State College seeks to fill is full-time tenure track position for an Arsistant of Associate Professor of Criminal Justice Studies. The starting date is August 17, 1992. Each candidate must possess an earned Ph.D. in criminal justice professional, demonstrated ability as a researcher/scholar, and ability to compete successful Contact Dr. Ray Leab, Director, Public Justice Professor and Compete successful Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Justice Professor and Contact Dr. Ray Leab, Director, Public Dr. Acceptance of Contact Dr. Ray Leab, Director



English (ESOL) Teaching Assistant Re-Advertised

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Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 273,000.

Minimum Qualifications: Bachelor's degree, teaching experience in ESOL or related field. One year experience in an ESOL writing lab or one year teaching experience. Knowledge of current teaching methods. Ability to supervise student workers and lab assistants and to provide a stimulating teaching environment. Effective communication skills. Position No: 12-9105F

Minimum Salary: \$2,653 per month plus benefits, 9 months,

Position Location: English, Philosophy and Reading Department - East Campus

Status: Full-time Closing Date: March 23, 1992 - at 5:00 p.m.
Del Mar College will be closed for Spring Break from March 16

to March 20, 1992. Submit resume, along with unofficial transcripts by the closing date listed above to the Office of Human Resources, Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Finalists will be required to complete an employment application. Del Mar College reserves the right to extend search or not offer

> Proof of work eligibility must be verified for successful candidate(s). Equal Opportunity/ Affirmative Action Employer Minorities, disabled individuals, and women are encouraged to apply.



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Visiting Assistant Professor in the Historical and Comparative Study of Religion

Harvard Divinity School announces a three-year, non-renewable Asassant Professor-ship in the Historical and Comparative Study of Religion to loops to the Full of 1992. The candidate should have a specialization to one of the religious traditions of the world, ancient or modern, other than Christanuty and should be broadly transed in the hostorical and comparative study of religion. The studdidate should also be able to relate the work of his or her specialization to the theological concerns of studients studying for the M.T.S. and M.D.v. degrees. The candidate will be expected to teach broadly-based courses in the acomparative study of religion as well as concern in the specialization and will serve as faculty advisor for students in the master's program. The Divinity School encourages applications from wanter and infrarely candidates.

Another double have a M.D. opportunity and the label of the label of the label.

Applicants should have a I'h D. completed and approved by July 1, 1922 and should submit a letter of application and a dossler, including letters of recommendation, a sericulous vibra, and an article or thesis chapter, 10 Area III Search Commutee, Office of the Dean, Harvard Divinity School, 45 Hairets Avenue, Cambridge, MA 02181. The Commutees will begin considering applications on March 15 and proceed from that date until a decision is made.

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SAN JOAQUIN DELTA COLLEGE

Announces Faculty Openings

 History/Political Science
 Music/Director of Vocal Activities Application Deadline: April 6, 1992 Salary Range: \$33,422-\$61,007. Max starting salary: \$53,841 For complete job descriptions and application forms, please write to: San Joaquin Delta College Office of Human Resources 5151 Pacific Ave., Stockton, CA 95207 (209) 474-JOBS

Affirmative Action, Equal Opportunity Employer

Deans Dean of University Outreach. Re-sponsible for organizing and coordinating post-ctealt programs. Melority of programs will be non-credit about courses, seeminary and special events especially directed to-ward the needs of local businesses and in-dustries, professional groups and organiza-tions, and the general public. Where credit offerings and degree programs are peeded, the Dean will work with the appropriate

college to develon the desired programs.
The Dean also will work closely with existing CCSU outrench originalizations such as the Blucher institute for Surveying tind Science, the Center for Constal Studies; the National Spill Control School, and the Management Revelopment Center, as well as others that may be established. Position reports to the Provost, and will be expected to have some teaching and/ar presents.

Curriculum and Instruction

The newly regiganized Consculum and instruction Department at Southwest Missouri State University is seeking dynamic individuals to assume important roles in developing imprired undergraduate programs and new graduate offerings. The department includes 34 hill-time faculty. All positions are expected to promote the department's knowledge Base Theme of The Teacher as Reflective Decision-Maker. The department has been charged to begin development of innovative graduate programs for classroom teachers. That charge includes achieving a notional reputation for the preparation of teachers. All applicants are expected to have demonstrated excellence in teaching, potential for scholarly/insearch productivity and the ability to communicate effectively with judic school personnel. Appropriate experience hypically a nunimoum of three years in K-12 teaching is required.

is required

Position 1) Assistant/Associate Professor, Prefer 3-5 years' experience in higher education. Person should have an established research program with significant record of
publications. Major assignment to develop and teach graduate level courses related to
"Teacher as a Reflective Decision Makes".

Position 2) Assistant Professor, background in Educational Foundations. Person has re-cently received degree. Has ability and training to develop additional graduate specialists and doctorate degrees. Has special promise to develop as a leader in the field.

and doctorate degrees. Has special promise to develop as a leader in the field.

Position 3) Assistant Professor, wrong background and training to permit development of tourses at graduate level related to research on effective traching. Probably a recent the D from prestigious graduate program.

Position 4) Assistant/Associate Professor. Person will assume a 1/2 time teaching and 1/2 time adviscement assignment. The teaching assignment is flexible and may include some supervision of pre-service teachers. The adviscement assignment will include supervision of three full-time stall members, it will also involve assuring preparation programs meet state requirements. The athlity to work constructively with student, administrators and laculty is essential. The candidate should have completed the doctorate degree.

laculty is exential. The candidate should have comprehen the document engine. Position 51 instructorAssistant Prolessor. Person will serve in a primary role of student teacher supervisor. Completed applications should include: (1) letter of interest which clearly establishes applicants qualifications for the position; (2) current curriculum vitae; 13) names, additives and telephone numbers of a minimum of three references; and (4) a copy of all college transcripts funofficial copies accepted for preliminary scienting; (3) other material as selected by candidate to provide evidence of strength in teaching, scholarly productivity, and service.

synthmest Missouri State University is a growing institution of over 20,000 students located in apringifield, Missouri. The C&I Department offers an undergraduate degree in elementary education, master's degrees in elementary, secondary, reading, and special education, and a 32-hour professional education block for secondary majors.

education, and a 12-hour professional education block for secondary majors.

Applications should be sent to the address below. Preliminary sciencing will begin on Apill 1. 1992 and continue until positions are filled. Hominations of candidates are solicited. Applications from women and minority group members are strongly encouraged. SNSU is an Equal Opportunity. Aftirmative Action Employer. Applications should be mailed to: Search Committee, Curriculum and Instruction Department. College of Education and Psychology, Southwest Missouri State University. Springheld, Missouri S1804-007S. Additional Information can be obtained by telephoning the Department Office at (417) 836-5795, Fax (417) 836-4884, or E-MAIL CAP821F @: SMSVMA.BITNET

FACULTY POSITION IN PHARMACY ADMINISTRATION **COLLEGE OF PHARMACY**

Applications are invited for a tenure-back position at the rank of assistant or associate professor depending upon the qualifications of the successful candidate. Duties will include teaching, coordination responsibilities for undergraduate and graduate level courses in hispital and community plasmarcy administration. The faculty member will be expected to be active in esseanch and scholarly activity and assume a role in the service functions of the Department and College. The successful candidate will be responsible for the administration of the M.S. program in hospital phermacy.

The smallest analysis through applications are understanded associated by the program of the program in the program of the

UNIVERSITY OF HOUSTON

The qualified applicant should possess an undergraduate degree in pharmacy and a Ph D. degree in pharmacy administration. Also, includuals with a Pharm.D. degree or those locking a master's or doctorate degree in public health, business administration, pharmacy administration, or hospital pharmacy are invited to apply. Current or previous involvement in pharmacoeconomics research is highly destrable.

tion is available immediately and applications will be accepted until the position is

Letters of interest, curriculum vitas, and names of three references should be sent to Dr. William McCormick, Chairman, Pharmacy Administration, Faculty Search Committee, College of Pharmacy, University of Houston, 1441 Moureumd Street, Houston, Texas 77030.

The University of Houston is an Affirmative Action, Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIP AT STANFORD UNIVERSITY

PROGRAM IN HISTORY OF SCIENCE

The program in the History of Science at Stanford University is operating a new area of research in the history of immunology, molecular biology, biotechnology, and will offer one pondoctoral fellowship beginning in September 1992. The chief area for research will be in the history of immunology since the Second World War—its conceptual development, its relationship to molecular biology and to biotechnology, the changing structure of the field, its funding, and societal and political ramifications.

Horace Freeland Judson Program in the History of Scien Building 200, Room 31 Stanford, CA 94305-2024 (415) 725-8333

************* prouxibilities in area of expertise, not to District, 5673 Gibralter Drive, Suite 100, sponsibilities in area of expertise, not to exceed one-half time. Applicants must be totalized to hold a faculty position in an appropriate discloime; a terminal degree is blackly desirable. Candidate must be capable of workins with a wide variety of consultants groups including businesses, industry, calucational organizations, Experience in a university setting essential, prefarably several years as full-time faculty member, administrative experience in a university and service organizations, Experience in a university and service organizations, the military, and service organizations, the military and occurred organizations and organizations and organizational skills; experience in a university also desirable. Secrenize begins April 9, 1992. Applications and nominal-tions should be submitted by then in order to ensure full consideration. Applications and nominal-tions should be sent to: Dr. Tito discretor. Secrenize begins and the secretor of pald-management experience desired. Preference will be given to Southers Illinois University altumal, Responsibilities: Developes, planning, implementing, and oriental linguishment location, Chabot College. All application forms and returns it before the closing date of April 10, 1992, Resumés along will obt be accepted. Write or call. Crabot-Las Positas Community College.

Davelopment: Director of Devalopment. Independent, Benedicting, college-preparatory day school seeks dynamic development director with proven track record in raising significant funds to lead an active, multi-phase \$35 million capital campaign and a state-of-the-art development department with an experienced, highly motivated team. Solid accomplishments in all aspects of fund raising a must; individual giving, annual fund campaigns, major gafts,

HONOLULU COMMUNITY COLLEGE

PROFESSOR, CC IN HUMAN SERVICES

Ad No. \$92-12. Duties: To maintain a comprehensive statewide early this hood (3 mos.-8 yrs.) training and education system; consult with private, state and federal agencies. Minimum Oualifications: Master's degree in Early Childhood Education or related human services field OR Bachelor's degree in Early Childhood Education or related human services field plus three years of experience relation in particular. Early Childhood Education of related numan services lield plus three years related work experience. Thirteen years of experience relating to early mid-hood, of which four years must have been at a high level of effectivenes at the C-4 level* or equivalent in teaching, designing curriculum, or direct serv-ices to infants/toddiers or preschool children. Demonstrated continued profes-sional and self-development activities in the field of early childhood education. Minimum Salary: \$40,944 annually.

INSTRUCTOR IN HUMAN SERVICES (4 POSITIONS)

AD NO. \$92-14. Duties: To teach, develop, and design curriculum for credity non-credit training. Community Colleges, military, community agends and providers in Human Services targeted for Infant/toddler/preschool/age/children. Major teaching responsibilities may be at Honolulu, Kapiolani, or Leeward Community Colleges. Minimum Qualifications: Master's degree in Early Childhood Education or related field OR Bachelor's degree in Early Childhood Education or related field plus 3 years' related work experience. Minimum Salary: \$29,916 annually.

INSTRUCTOR IN FIRE SCIENCE

Ad No. 592-15. Dutles: To instruct students in Fire Science and develop curriculum in various formats. Minimum Qualifications: Bachelor's degreen subject area or related field and 3 years' related work experience OR 15 college credits and 7 years' related work experience including training or an Associate degree in subject area or related field plus 5 years of related work experience. Minimum Salary: \$29,916 annually.

experience. Minimum Salary: \$29,916 annually.

POSITION DETAILS: Full-lime, 9 months, tenurial, general lunds, to begin approximately May 1992, pending position clearance and availability of lunds send completed community coilege application and transcriptis venture minimum educational qualifications (official or copy) to Dean of instruction, Division II, Honolulu Community College, 874 Dillingham Blvd., Honolulu Community College, 874 Dillingham Blvd., Honolulu H96817. Inquiries: (808) 848-2122 (deaf and hard of hearing persons are invited to call via the telephone relay service, phone (808) 643-8833; Callo request copy of full advertisement and application. Closing Data: April 7, 1992. An Equal Opportunity, Affirmative Action Employer. Women, Minorities, Persons with Disabilities and Veterans are encouraged to apply.



SACRED HEART UNIVERSITY 5151 Park Avenue Fairfield, Connecticut 06432-1000

Established in 1963, Sacred Heart is an independent, Catholic, comprehensive University serving 1450 FT/1900 PT undergraduate and 1200 graduate students. With 110 FT/150 PT faculty, Sacred Heart is committed to the liberal learning tradition as well as preparation for professional excellence. A developed strategic plan focuses on enhancing academic programs, establishing a residence population, and building an athletic-recreation complex.

The following positions are available for 1992-93, subject to budget approval. Except as noted, positions are at Assistant level, tenure-track, with Ph D. and some teaching experience expected. Accounting: (2 positions) Generalist with ability to teach cost, managelal and accounting information systems at undergraduate and graduate level ABD with CMA/CPA considered.

Education: Focus on special and/or early childhood education; interest in elementary science and/or math methods a plus.

English: Teaching composition; develop and direct freshman communica-tions. Interest in international communications an advantage. Research and grant experience; good teamwork and interpersonal skills necessary. Management: Strong generalist background with International business competency. One year appointment.

Modern Foreign Languages: Teach Italian and one other language, preferably French. Program development, grant work, study abroad, and global studies a plus.

For full consideration, send letter stating philosophy of teaching, complete résumé, evidence of excellence in teaching, three letters of recommendation and transcripts by April 15 to Dr. Kristen Wenzel, Associate VP for Academic Affairs and Dean of Faculty. As an AVEOE employer, we strongly encourage applications from women and members of minority groups.

TRENTON STATE COLLEGE T SC

SEARCH EXTENDED **EDUCATIONAL ADMINISTRATION**

AND SECONDARY EDUCATION

cations for an Assistant Professor, tenure track position for graduate and undergraduate pro-grams. Responsibilities may include teaching and advising students in educational leadership, research, secondary education and educational foundations.
Req: Earned doctorate, college/
university teaching and appropri-

perience is preferred. Send letter of application, resume, letters of copies of state certifications to Dr. Richard L. Farber, Chairpet son Department of Educations Administration and Secondary Education by April 1, 1992. To enrich education through diver ate state certifications. Strong sity, TSC is an AA/EOE.

teaching ability administr

corporation and foundation grans, planted siving, and capital campaigns. The section and capital campaigns. The section and excellent or and william personality and excellent or and william presentation skills. At least see year, commensurate with experience. Oradnate degree a plus. Start commensurate with experience. The send regume with solary history to send regume and the send regume and regume

BULLETIN BOARD: Positions available



The Carol Belk Professorship in the Humanities

The University of North Carolina at Asheville invites nominations and applications for the initial appointment to the Carol Belk Professorship in the Hamaliles. Each year a person of note will be named to the professorship for one semester, either during the Fall or Spring semester. The professorship has been established to advocate the value of the luminatries, to encourage apprior teaching at the undergraduate level, and to engage the faculty in the meaning of a beral education and the importance of multi-disciplinary connec-

Nomeres must demonstrate a commitment to reaching undergraduates in the liberal arts tradition and advancing undergraduate education. The Carol Belt Professorship in the Humanities will be held by air individual of emiment stature in one of the disciplines associated with the Humanities at UNCA (Lissic, Foreign Languages, History, Linerature, Mass Communication, and Philosophy) or those related arts and social science areas as defined by NEH. Nominations and applications from individuals on leave or in non-academic

The one semester appointment (either Fall 1992 or Spring 1993) will entail techniq one course in a specialty area, giving guest lectures for our interdisciplinary Humanities program, and serving as a mentor for the faculty. Salary is

The University of North Carolina at Asheville is a small (25(8) FTE), selective, undergraduate constituent institution of the University of North Carolina.

Alterille is a city of 60,000 located in the Blue Ridge Manmains of Western North Carolina.

ons, letters of application, and resume should be submutted by Belk Professorship Search Committee Academic Affairs Office

UNCA Asheville, NC 28804-3297 UNCA is an affirmative action employer

Department of Educational Leadership and Foundations

ASSISTANT PROFESSOR

Program: The Department of Educational Leadership and Inomiations is seeing an assistant professor to leach courses in educational frundlations, multicultural education, and related areas. These increes support programs throughout the college of education, from the undergraduate through the ductoral level. Applicants should have an earnest doctorale in the social foundations of education or in a disciplinary field such as sociology, anthomology, or history of education. K-12 teaching experience and a record of publication are desirable.

htments: Earned doctorate in the social foundations of education or in a disciplinary field such as sociology, anthropology, or history of exhi-

onsibilities: Teach graduate and undergraduate rourses in educational foundations and multicultural education.

Salary Competitive salary will be commensurate with preparation and expe-Deadline: Open until filled.

Send letter of application, official transcripts, vita, and three letters of recom-

Dr. Richard E. Brogdon Educational Foundation Search Committe College of Education, 13D ILB University of South Alabama Mobile, AL 36688

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

WESTERN NEW MEXICO UNIVERSITY

Invites applications for a tenure track position as Assistant/Associate Professor

Highly motivated, experienced teacher/musician to instruct instrumental music (woodwind or brass preferred), theory, and music education methods courses for a Music Major with two emphases: Music Education and Music Performance. Recruit music majors, further development of music program, direct the University Band, oversee a select scholarshipped ensemble, direct pit musicians for one major musical theatre production per year, related duties and professional responsibilities as required of all faculty.

Master 9Ph.D. in music, substantial full-time teaching experience (especially in high school instrumental ensembles), proven record of program building and sudent accomplishments.

Submit letter of application, résumé, audio/visual cape of performance and list of live references to Music Search, Office for Human Resources, WNMU, P. O. Bix 680, Silver City, NM BB062. Position will begin August, 1992. Review of applications 4-1-92; position open until filled.

AFFIRMATIVE ACTION/EEO EMPLOYER

cations, and experience in teacher-education programs, especially field-based actions programs, especially field-based action programs, especially field-based action programs in the processor in Early Childhood was a tool diffused belianced to the programs of the program of t

Information Systems **Education & Research**

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DREXEL UNIVERSITY

Draxel University's College of Information Studies is seeking nominations and applications for a feculty position in information systems. The position requires nominess and applicants to have backgrounds in systems analysis, design and development, especially as such activities involve user and softwers requirements analysis and specification, prototyping, the design of advanced user-computer interfaces, and softwers engineering. All ranks will be considered, but preference will be given to candidates with demonstrated records of research (via publications) and actual experience with some aspect of system development. Duties include teaching at the undergraduate and graduate levels in information systems, and research in the above and related areas. All applicants must have a doctorate in information systems, information studies, computer science, or a related field. Drexel University is a technological university with one of the nation's most extensive cooperative aducational programs. The College of information Studies offers multidisciplinary programs in information systems and information studies at the BS, MB, and Ph.D. levels; it is also home to the new Panneywaria-supported Center of Excellence in Multidisciplinary Informations Systems Engineering Drexel is located along the New York-Washington corridor and is close to major transportation networks. Please forward nominations and applications with statements from three referees, current résumé and semples of most recent publications, to Dr. Stephen J. Andricie, Chairperson, IS Search Committee, College of Information Studies, Drexel I analysis, Philadelphia, PA 19104. Drexel is an equal opportunity employer. The formal review of candidates will begin in early Merch, but the search will remain open until the position is filled.

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Normandale Community College

Minnesota's largest 2-year college, with an enrollment of over 9,000 students, invites applications from candidates committed to providing quality instruction and services to students of all ages and backgrounds. Ilelimited Pull-time

Nursing (2 positions) Reading/Study Skills (2 positions) Counseling Dental Hygiene (2 positions)

Temporary Full-time (Sabbatical Replacements

Requirements: Master's degree in field or a Master's degree in a related field, with a minimum of 23 graduate credits in field. Post-secondary teaching experience is destrable. Date of employment: September 17, 1992. Salary range, \$22,970.\$34,930. Application deadline. April 6, 1992 (Speech deadline: April 15). To obtain an application form and further detailed selection criteria, contact Ms. Donna Taylor, Human Resources Assistant, (612) 832-6312 or 832-6852 or write:

9700 France Avenue South Bloomington, MN 55431

Affirmative Action, Equal Opportunity Educator/Employer

PHILANDER SMITH COLLEGE

Philander Smith College, a private historically Black institution related to the United Methodist Church, announces the following positions:

Chairperson in Social Sciences: The position is available for the Fall semester 1992. Candidates should have an earned doctorate, at least 5 years of teaching experience, a record of excellence in teaching, research and creative stilvities and public service, excellent communication and interpersonal skills, and the ability to provide academic leadership and administrative coordination.

Assistant Professors In: Psychology, Sociology, English, Political Science, History and Business.

We are seeking individuals committed to teaching excellence. Candidates should have an earned doctorate in their respective field, a record of research and creative activities, public service, excellent communication and interpersonal skills, as well as the ability to guide and direct students through their academic programs.

Submit letter of application, transcripts, résumé and three letters of reference to: Personnel Office, 812 West 15th, Little Rock, AR 72202,

Fall 1992. Director of early childhood center and teach undergraduate early childhood center and teach undergraduate early childhood consensures. Master's degrees required:
Doctorate preferred. Teacher certification/
three years of teaching at the graschool/
primary grade level preferred. Rank and salary commensurate with experience/
qualifications. Send letter of application,
rfsund, transcript, and 3 letters of referfreece by April 3, 1992 to April of the programment in a liberal service closes for woonand the prodistribution of the profree profr

qualifications. Send tenter of reference by April 3. (1932 to Ampis O'Bara, Personnel, Panhande State University, P. O. Box 430, Goodwell, Oklahema 79939.

Earth Science: The University of North Alabama announces the availability of a senture-track position in the Department of Physics and Earth Science, contingent upon the availability of funds, beginning August 24, 1992 at the Instinctor or Assistance in excisions and documented evidence of present rank; doctoral degree present excisions of introduciny earth schemolities excitons of introduciny earth schemolities excitons of introduciny earth schemolities excitons of introduciny earth schemolity, nocks and minerals, surveiural general products of the successful candidate will teach motify of controduciny earth schemolities are send on sperience. The position will remain open untroducing counter would be advantageous but not essential. Szárry commensurate with degree and experience. The position will remain open untroducing counter would be advantageous but not essential sacromeanied by a detailed vita including accompanied by a detail

FAIRMONT

FACULTY POSITIONS

FAIRMONT STATE COLLEGE is a fully accredited, co-educational insti-tution operating under the authority of the West Virginia Board of Direc-tors and offers one-year certificates, two-year associate and four-year bachelor's degrees as well as wide-ranging continuing education and community service programs. The physical plant consists of an 80-acre campus with twelve major buildings and a physical education/athletic

The following teaching positions are available beginning August 15,

COMPUTER SCIENCE: The teaching load will consist of a minimum of twelve semester hours to be selected from computer science courses including introduction to Electronic Data Processing, COBOL Pascal, and Programming Languages. The Commerce Division offers both B.5 and Associate degrees in Computer Science.

Qualifications: Enried doctorate in an appropriate field is desirable. Candidates in the final stage of the doctoral degree or an individual holding a master's with willingness to pursue doctorate will be consid-

Applicants with experience and expertise in computers and information systems and the ability to work with business, industry, and education

BUSINESS ADMINISTRATION: The teaching load will consist of a minimum of twelve semester hours to be laught at the Fairmont and Clarksburg campuses and selected from management, market, and accounting courses including introductory and advanced-level classes in each of the three areas. The Commerce Division offers both B.S. and Associate degrees in Business Administration, Computer Science, and Office Administration/Business Education.

Qualifications: Earned ductorate in an appropriate field is desirable. Candidates in final stage of the doctoral degree or an individual holding a master's with willingness to pursue doctorate will be considered.

Applicants with experience and expertise in computers and automated accounting systems along with the ability to work with business, industry, and education are especially encouraged. Interested persons should send a letter of application, resumé, graduale transcripts, and three current letters of reference to:

Rebecca Schaupp, Acting Chair Commerce Division Fairmont Slate College Fairmont, WV 26554

Applications will be accepted until March 27, 1992 or until the position is filled. Fairmont State College is an Equal Opportunity, Affirmative Action Institution.



FORT SCOTT **COMMUNITY COLLEGE** Fort Scott, Kansas

FACULTY POSITIONS

Fort Scott Community College is recruiting for projected 1992-93 faculty openings in the following disciplines:

1. Combined Agribustness, Business, in areas of Accounting, Ag Management, Ag Economics, Ag-Related Computer Applications.

2. Science, in areas of biological sciences, emphasizing Biology and Microbiology, Anatomy and Physiology.

3. Math, in areas of intermediate and College Algebra, Real Numbers

Master's degree and teaching experience required. Send resume containing references and transcripts before April 15 to: Robert D. Shores
Dean of instruction
Fort Scott Community College
2108 S. Horton
Port Scott, KS 66701

An Equal Opportunity, Affirmative Action Employer

Marketing, Finance, and Insurance Faculty

Lawrence Technological University's College of Management offers Lawrence Technological University's College of Management others baccalaureate and master's degree programs and seeks applications for a tenure-track position in each of the areas above. Doctoral degree in an appropriate area is required. Founded in 1932, LTU is an independent, focused university composed of Colleges of Architecture and Design, Aris and Science, Engineering, and Management. It enrolls approximately 5,300 students. LTU is located in Southfield, Michigan, a Detroit suburb. Send vita to Dean James F. Hopson, Lewrence Technological University, 21000 W. Ten Mile Rd., Southfield, MI 48075-1058. EOE. Qualified women and minorities are especially encouraged to apply.

LAWRENCE TECHNOLOGICAL UNIVERSITY

fconomics: Full-time academic staff posi-tion for the 1992-91 academic year to teach introductory courses in aconomics as well as specialize in either macroeconomic the

ployment. Salary and fringe benefits are compellitive. Dendilino for applications is April 6, 1992. Please forward cover letter, resume and three letters of referency to: Dr. Daniel Hail, Chair, Department of Economics, Treaton State College, Hillwood Lakes, CN 4700. Treaton, New Jersey 08450-4700. To conche education through diversity, TSC is an AA/BOE.

Sconnomics Full-line academic staff position for the 1992-91 academic year to teach introductory corpes in aconomics as well as specialize in either mecroecogomic these proportionity, Affarmativa Action Employ-er.



UNCG CELEBRATE OUR CENTURY

LECTURERS, LIBRARIANS & VISITING FACULTY

The Positions
The University of North Cardina at Greensboro (UNCG) invites applications for full-time, term appointments as lecturers, librarians, or visiting faculty. These are non-tenure-track appointments which bichide the possibility of renewal based on factors including, but not limited to, continued need, satisfactory performance, and availability of funding The University occasionally seeks to fill such positions because of increases in student carolibacid and unexpected faculty leaves, resignations, or illness. The positions may be day or evening. In many cases, the infinium degree required is the ductorate or terminal degree; the Master's degree may be more appropriate to other instances, based on the requirements of the position. UNCG seeks applications for positions in the Residential Gollege and the following disciplines and departments.

College of Arts and Sciences
Authropology, Art, Blology, Chemistry, Classical Studies,
Communication and Theatre, English, Geography, German
and Russian, History, Mathematics, Philosophy, Physics and
Astronomy, Political Science, Psychology, Religions Studies,
Rumance Languages, Sociology, and the Residential College.

Bryan School of Bushiess and Economics Accounting, Bushiess and Marketing Teacher Education, Economics, Pinaure, Information Systems and Operations Management, Management and Marketing.

School of Education
Contracting and Specialized Educational Development; Contraction and Educational Foundations; Educational Administration, Higher Education, and Educational Research; Library and Information Studies; Perlagogical Studies and Supervision. School of Health and Human Performance Dance, Exercise and Sport Science, Leisure Studies, Public Health Education.

School of Human Environmental Sciences Clothing and Textiles; Food, Nutrition, and Food Service Management; Housing and Interior Design; Human Development and Family Studies; Social Work.

School of Music Various needs in both uniste education and music performance.

School of Nursing Various needs related to nursing education, administration, and clinical practice.

Walter Clinton Jackson Library Various needs for professional librariums in archives and public and technical services.

APPLICATIONS

APPLICATIONS
Review of applications will begin immediately and it is anticipated that all positions will be filled by September 1, 1902 for the 1932-93 academic year; however, applications resulting from this aunouncoment will remain active until January 31, 1993 in anticipation of possible position vacancies occurring prior to the Spring 1903 semester. Applicants must indicate whether employment is sought in the library or one of the disciplines listed abuve (be specific). Please Include a curriculum vitue and names, addresses, and telephone numbers of at least three references. Submit applications to the Director of the Library or the Dean of the College or School in which you are interested. The University of North Carolina at Greenshore, Greensbore, North Carolina 27412.

The University is an Equal Employment Opportunity, Affirmative Action Employer, UNGC encourages application by minorities and women and self-identification by disabled veterans, Vietnam Era veterans, and persons with handicapping conditions.

ILLINOIS STATE UNIVERSITY Dept. of Communication

illinois State University announces an Assistant Professor tenure track position beginning August 16, 1992 in Mass Communication. Salary is competitive. Teach advanced courses in broadcast programming and management and other areas of interest. Potential to teach graduate courses, Ph.D. and teaching experience preferred. ABD considered Commitment to research required. Candidates should send a detailed letter of application, three letters of recommendation, transcripts, and current resume to Dr. Vincent Hazleton, Chair, Department of Communication, illinois State University, Normal, fillnois 61761.

Applications due by April 10, 1992. Women and minorities are encouraged to apply. AVEOE.

Economics: Senior nosition in Recognics to leach development economics and macroeconomics at the graduate and undergraduate levels, administors and grade examinations, and to evaluate and course students. The position will involve research on Latin America's development proteins and direction and supervision of graduate students in the field. At least six years of experience in rocclina university level courses is mirror and macroeconomic theory is required. Knowledge of Latin American economics and evelopment problems is required and applicant must have a recurd of outstanding published research on davelopment economics and macroeconomics. All outpleasants must send principles of written work and arrange to have three letters of reference sent. An equal opportunity, affirmative accounts work in specialty areas should be evident. Send letter of application, current with a filed transcripts, and a niscoment with a filed transcripts. Sent. An equal apportunity, affirmative ae-tion employer. Connect: Charles Crayno, Economics Department, University of No-tre Dame, Notre Dame, Indiana 46556.

Vinance: Tenure-track openia

Educations Assistant Professor of Education, Tenuno Irack, position beginning September 16, 1992. Resposibilities include
feachlos at the undergudate and product
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feachlos at the undergudate and supervision of student feachors. Public service and
scholarly activity expected. Doctorate in
Carriculum and Instruction/Early Childhood, Elementary or Secondary Education
und experience as a classroom teacher at
toy level, pre-K, through grade 12, required. Furtilizatiy with teaching in a fieldbased program beneficial. Advanced
coursowork in specialty sreas should be
eythenia. Sept letter of application, current coursoverk in specially areas should be evident. Send letter of application, corrent vita, official transcripts, and a placement file or rivreo letters of recommendation by April 2, 1992, to Dr. Burbara J. Divins, Chair, Department of Curriculum and instruction, Southern liftness University at Edwardsville, Box 1122, Edwardsville, Jihrois 6208, SUIS is an Affirmative Action, Found Opportunity amployer.

Professor and Coach Albion College Physical Education Department

Position: Assistant Professor of Physical Education and Women's Sports Cosch (Biomechanics/Kinestology specialization).

Earned doctorate (ABD considered)

Experience leaching related undergraduate courses
 Experience coaching at the college/university level

Hesponsibilities:

• Teach undergraduate courses in the sports science track (blome-chanics, kinesiology/anatomy, evaluation and measurement, research methods and/or sport psychology).

• Supervise undergraduate students in the sport science track.

• Serve on Departmental and College committees as appointed or

 Involvement in professional organization is expected.
 Conduct research and scholarly writing.
 Ability to leach several professional activity courses from the areas. of fitness & lifetime sourts.

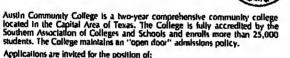
 Head coach in one sport (volleyball, women's cross country, track & field, bennis), and assistant in another sport (volleyball, basketball, softball, track and field). Salary: Commensurate with professional qualifications. Position is for 9 months, tenure track.

Starting Date: August 21, 1992. Send résumé, letter of application, and three letters of recommenda-tion by March 30, to:

Cathle Schweitzer, Chair Physical Education Department Albion College Albion, MI 49224

Albion College is an Equal Opportunity Employer, and encourages applications from women and minority candidates.

AUSTING COLLEGE



ADN Program Faculty Appointment

Responsibilities: Responsible for classroom, campus laboratory and clinical leaching in a large NLN-accredited ADN program. Ability to work flexible hours; may include some evenings/weekends. May include leaching in an innovative LVN Mobility Track Program.

Qualifications: Current R.N. license in Texas; Master's degree in Nursing required. Bachelor's in Nursing preferred. Two-five years' recent practice/teaching experience as a generalist in nursing. Strongly prefer experience in AL) nursing education. Experience in accreditation, grant writing preferred. Current with basic nursing skills; ability to plan and implement learning activities in classroom, lab, and clinical. Ability to work effectively with students of various cultures and function as cohesive team member.

Salary: Subject to placement on full-time faculty scale,

J#039202
Position contingent upon Board approval A complete application and résumé must be received no later than 12 noon, April 17, 1992, All materials should be subnitted to the Office of Personnel Services. Austin Community College, 5930 Middle Fiskville Road, Austin, Texas

NOTE: Austin Community College does not accept employment applications or related correspondence via telecopy.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY.

AFFIRMATIVE ACTION CANDIDATES WANTED

The Washington State Community and Technical College Board is assist-ing Washington community and lochnical colleges to enhance the cultural diversity of their college faculties and administrative staff and to achieve uffirmative action goals for racial/ethnic minorities, persons of disability,

If you are qualified and interested in teaching or being an administrator in the stimulating, challenging atmosphere of a community or technical college; and living and playing in beautiful Washington State, confact us for an interest questionnaire and more details. Write to:

Personnel Office
State Board for Community and Technical Colleges
319 Seventh Avenue
P. O. Box 42495

Please do not send a résumé. Only the information from your completed interest questionnaire can be provided to the colleges. If you are already in our database, please do not respond to this ad.

ATHENS STATE COLLEGE Athens, Alabama 35611

Athens State College is a two-year, upper-division baccalaureate de-gree-granting institution located in the progressive and picturesque Tennessee Valley of northern Alabania. PACULTY POSITION IN ELEMENTARY EDUCATION

PACULTY POSITION IN ELEMENTARY EDUCATION

A full-time tenure track position beginning September 1, 1992. Teach
Elementary Education courses, supervise Interns, and other duties as
assigned. Ph.D. or Ed.D. from a fully accredited institution require.
Graduate level concentrations in Elementary Education and Currioium Development required and emphasis at the graduate level in Zary
Childhood Education deathed, public school instructional experience
required. Application deadline: April 15, 1992. A completed application consists of a letter of application, curriculum vitae, official transcripts and three letters of recommendation. Submit applications to:
Dr. Nancy Beasley, Chair, Search Committee, Department of Education, Athens State College, Athens, Alabama 35611.

FACULTY POSITION IN BIOLOGY (Temporary - Possible Tenure Truck)

(Temporary - Possible Tenure Track)

A full-time, one-year appointment beginning September 1, 1992. Teach advanced undergraduate courses in Biology including General Physiology, Cell Structure and Punction and Genetics. Preparation and oversight of laboratory sessions and other duties as assigned. Earned doctorate from accredited institution required. Teaching and laboratory experience. Communication skills in English. Application deadline: April 15, 1992. A completed application consists of a letter of application, curriculum vitae, official transcripts and at least three letters of recommendation. Send completed applications to the firm Jandebeur, Chair, Biology Search Committee, Athens State College, Athens, Alabama 35611.

Athens, Alabama 35611.

DIRPCTOR OF COUNSELING AND CAREER PLACEMENT (Position Has Been Revised and Re-opened)

A full-time tenure track position beginning September 1, 1992. Provide personal-social, academic, and vocational counseling. Decion and coordinate career counseling programs, assist in career placement and cooperative education and other duties as assigned. Paster's degree in Guidance and Counseling required, experience in career development and counseling on the college level preferred. Application deadline: March 31, 1992. A completed application consists of a résumé, application and unofficial transcripts. Submit application to: Business Office, Athens State College, Athens, Alabama 33611.

Athens State College is an Affirmative Action, Equal Opportunity Employer.



WAYLAND ACADEMY Beaver Dam, WI

FACULTY AND ADMINISTRATIVE OPENINGS

Wayland Academy, founded in 1855 as a coeducational boarding school seeks to make the following appointments. The Academy enjoys surplus budgets, is debt-free, holds a significant endowment, and mainlains a campus valued at 25 million dollars. Seventy-nine percent of the laculy hold graduate tlegrees, twenty-five percent of its student body is International, and 100 percent of its graduates attend colleges and universities. The Academy enjoys full enrullments of approximately 265 students. Compensation is very attractive.

DIRECTOR OF WARREN COTTAGE: The Director serves as the chief administrator of a 96 bed womens' dormitory. Preference will be given to candidates who have previous experience with residential life and student personnel services. MA preferred; BA required.

INTERNATIONAL STUDENT ADVISOR: In addition to serving as the prin pal International student advisor, the successful candidate must also have be ability to work in an ESI. Program with three other staff members. An expanded international enrollment drawn principally from Asia, Europe, and Central America has resulted in the establishment of this new position. MA prefered:

VOCAL MUSIC: The Academy seeks a full-time vocal music instructor to provide Individual lessons, as well as to direct the choir and other vocal groups. BA required.

Other Responsibilities: As a boarding institution, Wayland seeks candidate who are interested in being involved with such activities as athletics, cocurricular and extra-curricular activities and residential life. Letters of application and résumés should be sent lo:

The Office of the President Wayland Academy 101 North University Avenue Beaver Dam, WI 53916-2253

Wayland Academy Is an Equal Opportunity, Affirmative Action Employer

a résumé, and (3) names, addresses, and letenhone numbers of three references. Send materials to: Dr. McLouis Chayton, Vice President for Academic Affairs, Shaw University, (18 Easi South Street, Raleigh, North Carolina 2761;

Education: Maione College, Canton, Ohlo. Teaure-track position in carriculum and instruction, rank open, beginning August 1992. Teaching responsibilities in undergraduate course including Teaching Mathematics to Children and graduate course in Tests and Measurementa. Must have an earned doctorate or A.B.D. and hold or be eitable for an Ohlo teaching certificate. Send curriculum vince, which should include a statement of philosophy of Christian higher education, to Dr. Ronald O. Johnson, Provent of the College, Maione College, 515-25th Street, NW, Canton, Ohlo 44709. Dendline for applications is March 20, 1992. Malone College is a Christian liberal arts college affiliated with the Evangelical Friends Church-Eastern Re-

Education Tenure track positions (2) in the Department of Teacher Education, Starting date: Academic year 1992-93. (Salary and rank dotormined by experience and credenials.). Qualifications: Shippenshurg University seeks an knowaitwe and energetic in one or more of the following areas: Curriculum and Instruction with expertise in instructional strategies; Mathematics at the Elementary School Level; Bloppentary School Sciences. Teaching appripance in an elementary stellar in required. These positions require individuals with commit-

ment to professional growth. Prefered qualities: Preference will be given to cash dates with a doctoral real an appropriate is a determined by a doctoral real and propriate is noted in a doctoral program. Doctorale will be required for tenure and promotion could be required for tenure and promotion could real profession could be the series and a interest and/or involvement in publication and research are additional preferred and tenure and preferred and comfortable with reflective testing attention and research are additional preferred and comfortable with reflective testing attention and research are additional preferred and comfortable with reflective testing attention and the confortable with reflective testing at the undergramment and sadding the research and the programment of student testing program and research and cooperation with public and private schools. All finalists writer to grow their expertise to department for a projet of their expertise to department for a projet of their expertise to department for a projet of their expertise to department for expensability. Apply with letter of application resume and 3 leviers of recommandation resume and 3 leviers of recommandation.

Two Positions COORDINATOR, ALLIED HEALTH & NURSING INSTRUCTOR, MATERNAL-CHILD HEALTH

State Community College, a two-year, State of Illinois public college serving a district of over 75,000 requients, is seaking to hire two individuals for the positions of (1) Coordinator of its Allied Health and Nursing Department, and (2) Instructor of Maternal-Child Health. Nursing Department, and the instructor or maternal-Child Health, I The Coordinator will be responsible for the planning, development, implementation and supervision of the College's associate degree flursing and related Allied Health programs. The Coordinator will report to the Director of Vocational-Technical Education,

port to the Director of Vocational-Technical Education,
MANIMUM QUALIFICATIONS FOR COORDINATOR,
ALLIED HEALTH AND NURSING

• English for Licensure as a registered nurse in Illinois
• Master's Degree in Nursing
• Academic preparation for administration

• Master's Degree In Nursing

• Five years of academic administrative expension

II. The full-time **Nursing instructor** will teach classroom courses and datals in meternel-child health under the supervision of the Coordinator of Allied Health and Nursing. Position in tenure track. MINIMUM QUALIFICATIONS FOR FULL-TIME INSTRUCTOR IN MATERNAL CHILD HEALTH NURSING

IN MALERNAL-GILLO HEALTH NORGING

• Eighby for licensure as a registered nurse in Illinois

• Master's Degree in Maternal-Child Health Nursing

Master's Degree in Nursing

• A minimum of two years of recent (past 5 years) clinical practice in arro nursing in an acute care setting. Submit application* with resume, official transcripts, and three letters

Dr. Betty Martin Blount
Interim Coordinator of Allied Health & Nursing
State Community College
601 James R. Thompson Blvd.
East St. Lous, IL 62201
618-583-2581

Inquiries may be directed to Dr. Blount. CLOSING DATE: April 15, 1992 *Application forms are available from the Personnel Office; B18-583-2584.

WE ARE AN AFFIRMATIVE ACTION. EQUAL OPPORTUNITY EMPLOYER

DIRECTOR OF CAREER SERVICES At Dartmouth College

The Search Committee invites applications for the position of Director of Career Services at Dartmouth College. The Director manages a comprehensive program of services designed to assist Dartmouth students in making informed career decisions regarding their undergraduate and post-gadate plans. Fincuraging career exploration and self-assessment, these services include career commoding, graduate school advising finduling professional schools, a career resource center, off-compus intensity development, career and employment workshops and post-gaduate and entry-level employment. The Director reports to the Sentior Associate Dean of Students. Candidates should have a Master's degree with five or more years of career development; or the equivalent, Strong associate Dean of Students. Candidates should have a matter's origine with five or more years of career development; or the equivalent. Strong leadership, communication, interpersonal and supervisory skalls are essential Experience in a liberal arts setting is preferred. Applicants must be smitter to the needs of a diverse student population. Appointment available July 1, 1992.

Salary commensurate with qualifications and experience. Please send letter of application, resume, and the names of three references to. Melissa Laramie, CES Director Search Committee, Dartmouth College, 6003 Parkhursi Hall, Hanover, NH 03755-3529. Review of applications will begin April 15, 1002.



RESEARCH POSITIONS Alabama A&M University Huntsville, Alabama

Applications are invoted for research positions in experimental optics. Qualifications Ph.D. with experience in experimental laser spectroscopy/nonlineal optics/EPR required. Annual salary of \$22-\$33,000. Rank and salary based on credentials.

Send résurié to D.I. Horn, Jr., Director of Human Resources, P. O. Box 305, Alabama ABM University, Huntsville, At 35762.

Giaduate Fellowships/Assistantships are available in optics/EPR/nonlinear optical materials research (\$9,000-\$15,000/Yr). Send résumé to: Putcha Venkaleswariu, Department of Physics, P. O. Box 1268, Huntsville, At 35762.

An equal opportunity employe

the courses in educating the gifted and early dishood education. Position also intelled anctor of summer program for gifted elementary students. Requires doctorate in elementary education or master's via urous elementary education experitors and medemic preparation for courses fined above. Dood professional development and application of statistical content of the properties of the prope

Maxilon Quantistive Methods in Educa-bal Basarch. The Oradnate School of Services, University of California at Berley, Writes applications for a tenured we tener-track faculty position in educa-tions statistics to begin July, 1992 or as spensible thereafter, While the ap-thatistic and the services of the educa-tion will be given to a candidate with a five positivity independent of the educa-tion will be given to a candidate with a five positivity independent of the education.

methods in educational research, work in a collaborative way with faculty in other research prognams in the School. A candidate appointed at a senior level would also be expected to take on a teader-ship role within the quantitative methods program in the School. Minority and fernale applicants are expecially encouraged to apply. Applicants should send a curriculam vinue, a statement of interests and qualifications, reprints or preprints of several recent publications, and the anness and addresses of at least three references to Educational Statistics Search Committee. Graduate School of Education, University of California at Berkeley, Berkeley, California at Berkeley, Berkeley, California 1, 1922. The University of California is an expectation of Applications is May 1, 1922. The University of California is an expectation of Education of Applications is May 1, 1922. The University of California is an expectation of Education of California is an expectation of California in the control of California is an expectation of California in the control of California is an expectation of California in the control of California is an expectation of California in the control of California is an expectation of California in the control of California is an expectation of California in the control of California is an expectation of California in the control of California in the California

VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A compachensive inban-public institution enrolling nearly 20,000 students, the university is composed of twelve schools, one college and a one-thousand bed hospital located in Richmond, Virginia.

Unless otherwise noted, appointments are subject to renewal, and application deadline is April 10, 1992. Administrative positions and Medical College of Viginia Campus taculty positions are 12-month appointments commencing on July 1, Academic Campus faculty positions are for the academic year logimong August 16.

A detailed position description and list of desiredirequired qualifications may be datained by writing the contact person at the department, school and campus address indicated

Academic Campus-Richnsond, Virginia 23284-0001

Network and Technical Services. Assistant Director. Provide dynamic and innovative fearlership for network and technical services for academic and medical campuses; initially supervise acquisitions, cataloguing, and automation. Also preferred is experience in technical services and automation.

Tompkins-McCaw Library: Assistant Director and Head. Provide dynamic and innovative leadership and supervision for health sciences library limital responsibilities will include circulation, imeritarary loan, learning resource center, reference, special collections, and user education), initiate and oversee health sciences and grants. Also preferred are experience with grants and outreach; experience with space planning, membership in the Academy of Health Information Professionals.

lames Branch Cabell Library: Assistant Director for Academic Services and Fleatt. Provide dynamic and innovative leadership and supervision for lames Branch Cabell Library: Assistant Director for Academic Services and Fleattening resource center, reference, special collections, and user educations, academic library initial responsibilities will include circulation, learning resource center, reference, special collections, and user educations, initiate and oversee academic library outreach and grants. Also preferred are experience with public services and with grants and outreach activities. \$50,000 minimum.

activities, \$50,000 minimum.

The Ultraries use NOTIS with MDAS. The combined libraries have a \$2.7 million materials budget typobable \$3.8 million in £99,293) with over 950,000 volumes. Positions will participate in restructuring University Library Services (ULS) to develop organization responsive to demands of 950,000 volumes. Positions will participate in restructuring University Director, ULS. Positions require ALA-accredited MLS, modern library services; work as members of ULS management team; and report to Director, ULS. Positions require ALA-accredited MLS, preferred are successful managerial and supervisory experience; increasingly progressive responsibility in accidente libraries; experience; increasingly progressive responsibility in metalenty and as sean member, applications of technology; strong service orientation; excellent communication stalls; ability to work independently and astlonal service to initiative, creativity, and lexibility; ability to intinuluce and manage organizational change; record of scholarly activity and national service to initiative, creativity, and lexibility is bilitiated and manage organizations will begin April 15, 1942, and will continue until positions are filled. Submit résumé and names, addresses, and phone numbers of three references to: Barbara | Ford. Director, Box 2033, Richmond, Virginia 23284-2033. Complete job descriptions and qualifications available upon request.

School of Education

Division of Health and Physical Education: Adaptive and Elementary Physical Education. Assistant Professor/Instructor (ABC)t, termine track, starting date August 16, 1992. Final appointment pending budget approval. Salary, commensurate with quadrications. Nine month contract with upportunities for summer employment. Responsibilities include: teach undergraduate and graduate aliaptive physical education; this him is and square dance, and individual and team sports; arivise undergraduate sturbints and direct graduate students research projects; seek external funding; supervise student teachers. Qualifications: canned discurrate with a specialty in graduate students research projects; seek external funding; supervise student teachers. Qualifications: canned discurrate with a specialty in graduate students research projects; seek external funding; supervise student teachers. Qualifications: canned discurrate with a specialty in graduate students research projects; seek external funding; supervise student teachers. Qualifications: canned discurrate with a specialty in graduate students and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of gotential to conduct and publish scholarly research; evidence of potential to develop and submit proposals for extramural funding. Submit letter of applications. Nine months contract with opportunities for 1992. Final appointment pending budget approval. Salary, commensurate with qualifications. Nine months contract with opportunities for summer employment. Qualifications are as follows: carned ductorate with a speciality in secondary methods; economic characteristic and publish scholarly research; exidence of potential to access a speciality and publish scholarly research; evidence of potential to develop and submit proposals for extramural funding; supervise student iteachers,

Medical College of Virginia Campus—Richmond, Virginia 23298-0001

School of Allfed Health Professions

Physical Therapy Department, Full-time, numbersize track position available for an Academic Coordinator of Clinical Education (ACCE). The ACCE's physical Therapy Department, Full-time, numbersize planning and direction for the clinical education program within the entry level master of science primary function is to provide comprehensive planning and direction for the clinical allification sites and is responsible for clinical site professional curriculum. The ACCE serves as a liaison between the University and clinical allification sites and is responsible for clinical site septements include: a physical therapist with an selection, development and evaluation. Some teaching responsibilities expected. Minimum requirements include: a physical therapist with an advanced master's degree and 2 in 3 years of clinical teaching analyor clinical coordination experience. Salary and rank commensurate with qualifications and experience. Position available July 1, 1992. Application deadline June 1, 1992 or until the position is filled, inquiries should be addressed to: Otto D. Payton, Ph.D., PT, Box 224.

andressed to: Otto D. Payton, Ph.D., Pf. Box 224.

Physical Therapy Department: Full-time, tenure-track position available for an individual with expertise in anatomy. Responsibilities include teaching Physical Therapy Department: Full-time, tenure-track position available for an individual with expertise in anatomy. A doctoral degree, at least two years interoscopic anatomy and neuroanatomy in an entry level master of schence physical therapy program. A doctoral degree, at least two years interoscopic anatomy and neuroanatomy in an entry level master of schence physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in areas of experience teaching physical therapy students in a multicultural university medical center, and demonstrated scholarly achievement in a control of the physical therapy program. A doctoral degree, at least two years of scholar degrees and demonstrated scholar degrees and the physical therapy program. A doctoral degree, at least two years of scholar degrees and demonstrated scholar degrees and the physical therapy program. A doctoral degree, at least two years of scholar degrees and the physical therapy program. A doctoral degree, at least two years of scholar degrees and the physical through the physical thr

1, 1772. Application deadline April 1, 1992. Inquiries should be addressed to: Marianne E. AlcDonald. PT, Box 224.

se Anesthesiology Deparament: University Program Director to chair University-based Master of Science in Nurse Anesthesiology program. Generic and post-graduate CRNA curriculint, approximately 55 students and 17 University CRNA faculty. Requirements include: earned appropriate and post-graduate CRNA curriculint, approximately 55 students and 17 University CRNA faculty role); eligible for RN and CRNA licensure in Master's degree (Doctorate preferred); minimum of 7 years' experience (5 or more in CRNA faculty role); eligible for RN and CRNA licensure in Virginia. Application deadline: May 29, 1992. Sent your vitae to Jennie D. Seaton, Assistant Dean, Box 258, Telephone: 804-786-1913, FAX 804-371-8656.

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School of Medicine
Internal Medicine/Infectious Disease Department: Huspital Epidemiologist. Applicants must have an M.D. degree, be fully trained in Infectious Diseases, and be board certifled or board eligible in his/her specialty. It is expected that the Hospital Epidemiologist will both provide service for the Medical and be board certifled or board eligible in his/her specialty. It is expected that the Hospital Epidemiologist will both provide service for the Medical and be board certifled or board eligible in his/her specialty. It is expected that any applicant would include requirements for both teaching and research. It is expected that any applicant would include requirements for both teaching and research. It is expected that any applicant would include requirements for both teaching and research Dr. Gordon Archer, 80x 49, 804-786-9741.

Massey Cancer Center: Oncology Clinical Epidemiologist—Assistant Professor. Seeks M.D. with graduate work in Public Health to join an oncology health services research/clinical epidemiology learn. Individual will have primary responsibility for devising a research program in one or more of health services research/clinical epidemiology learn. Individual will have primary responsibility for devising a research program in one or more of health services research/clinical epidemiology learn. Individual will have primary responsibility for devising a research program in one or more of health services research/clinical epidemiology learn. Individual will have primary responsibility for devising a research program in one or more of health services research learning and lumor registry liles, or cancer control research at the Massey Cancer Center, Squie epidemiology, williamson institute and the MCV Departments of Internal Medicine and Preventive Medicine employ clinical assisted. Professor Professor Professor Professor Internal Action and Professor in an advised to plan and all the MCV Departments of Internal Medicine and Preventive Medicine employ clinical action and profess

describing current research interests to: Christopher-E. Desch, M.D., Director, Cancer Outreach and Control, Box 37.

Neurology Department: Faculty positions in Neurology are available at either the Assistant or Associate Professor level. Areas of special interest are encouraged epilepsy, neuromuscular diseases, dementia and stroke, Well-qualified applicants with other areas of clinical expertise, however, are encouraged epilepsy, neuromuscular diseases, dementia and stroke, Well-qualified applicants with other areas of clinical expertise, however, are encouraged epilepsy, neuromuscular will be seriously considered. Board eligibility in neurology is required. The Department of Neurology has ongoing research programs to apply and will be seriously considered. Board eligibility in neurology, head trauma, evoked potentials, stroke, myasthenia gravis and related areas. Send a lin both clinical and basic research areas including epilepsy, head trauma, evoked potentials, stroke, myasthenia gravis and related areas. Send a lin both clinical and basic research areas including epilepsy, head trauma, evoked potentials, stroke, myasthenia gravis and related areas. Send a lin both clinical and basic research programs in the United States or Canada, certification by Ophthalmology Department: Vitreoretinal Surgeon, graduation from an ophthalmology residency program in the United States or Canada, certification by Ophthalmology Department: Vitreoretinal Surgeon, graduation from an ophthalmology residency program in the United States or Canada, certification by Ophthalmology Department: Vitreoretinal Surgeon, graduation from an ophthalmology residency program in the United States or Canada, certification by Ophthalmology Department: Vitreoretinal surgery and diseases are basic or Canada, certification by Ophthalmology Department: Vitreoretinal surgery and diseases are basic or Canada, certification by Ophthalmology Department: Vitreoretinal surgery and diseases are basic or Canada, certification by Ophthalmology Department: Vi

CV to: Marcia D. Carney, M.D., Box 209.

Radiation Oncology Department: Radiation Therapy Physicist. Seek applications for open position in radiation therapy physics at the master's or beginning Ph.D. level. This position will involve all aspects of clinical radiation therapy physics as well as academic pursuits appropriate to a beginning Ph.D. level. This position will involve all aspects of clinical radiation therapy physics as well as academic pursuits appropriate to a beginning Ph.D. level. This position will involve all aspects of clinical consists of two new dual-energy finance, four low or medium energy (aculty appointment. The Radiation Oncology Department machine complement consists of two new dual-energy finance, four low or medium energy veteraris Hospital In Richmond. The lotal treatment machine complement consists of two new dual-energy finance, four low or medium energy veteraris Hospital In Richmond. The lotal treatment machine complement on his CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment includes a standard 915 linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyperthermia equipment, and a variable frequency microwave unit. A full brachytherapy service is offered, linaxs, and an orthovoltage unit. Three simulators are in use, one of which has CT capability. Hyp

Radiology Department: Full-time, non-tenured, permanent positions in Diagnostic Radiology, M.D., ABR Certified. Contact Anthony V. Proto, M.D., Box 470.

Radiology Department: Full-time, non-tenured, permanent positions in Nuclear Medicine. M.N., ABR Certified. Contact Anthony V. Proto, M.D., Box 470. 470.

Radiology Department: Full-time, non-tenured, permanent positions in Radiation Physics. Ph.D. (1) M.Sc. (1). Contact Panos Fatouros, Ph.D., Box 72. Surgery Department: Assistant/Associate Professor, M.D. board eligible or certified, Experience with kidney, liver transplantation, vascular surgery. Contact H.M. Lee, M.D., Box 629.

Virginia Commonwealth University is an EO/AA employer. Women and minorities are encouraged to apply



ALASKA PACIFIC

4101 University Drive, Anchorage, Alaska 99508

Alaska Pacific University, a small, private blood aris college affiliated with the Methodist Church, Invites applications for the following positions:

Director of Core Program and Assistant/Associate Professor of Literature

The position involves directing the University's Interdisciplinary Core Program and participation in its review, and teaching in the Flumanities Department Ph.D and teaching and administrative experience required. Preference will be given to candidates with a degree in medieval. Renaissance, and seventeenth-cantury literature and to candidates who have been involved with interdisciplinary programs. Respond to Professor Robert Wildinson, Chatman, Core Director Search Committee

Assistant Professor and **Director of Outdoor Studies**

Faculty appointment in the Department of Environmental Science and Mathematics. The Director of the new Curldoor Studies Program will lead in development and Implementation of the new curriculum. Primary areas of leaching are wilderness skills, recreation management, and natural resources. Earned doctorate required. Effective date of this nine month appointment is August 15, 1992. Respond to Professor Jim M. Brown, Chaliman, Department of Environmental Science and Mathematics.

Deadline for receipt of applications is April 1, 1992. Those interested in applying should sould a letter of application explaining interest and background to the person indicated above. Include a curriculum vitae and a list of three to five references. Salary and benefits are fully compatitive.

Social Scientist, Urban Research

The Sucial Science Research Council invites applications and nominations for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Applicants must have a Ph.D. in one of the social sciences and should have substantive interesting related to inequality, poverty, and interproup relations in American cities, comparative international research on cities, and/or research and policy on the cities.

Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotiating grant proposals; planning seminars, workshops, and conferences, and overseeing fellowship and grants competitions. Individuals with significant experience in teaching, research, program implementation and/or administration are encouraged to apply. The Council strongly encourages minority candidates to apply.

Council salaries are commensurate with experience and qualifications. Provisions are made to enable professional staff to continue their professional development while at the Council.

We would like to fill this position by September 1, 1992. However, we will accept applications from candidates who need to begin at a later date. Candidates should submit a letter of application, curriculum vitae, samples of written published work, and names of three professional references, Nominations and application materials should be addressed to:

Office of the President Urban Staff Search Social Science Research Council 605 Third Avenue New York, NY 10158

The Social Science Research Council is an Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIPS THE UNIVERSITY OF MICHIGAN **ANN ARBOR**

The University of Michigan, Doctoral Program in Social Work and Social Science announces the availability of postdoctoral fellowships in Social Research Training on Applied Issues of Aging Funged by the National Institute on Aging (1990-1995). Follows will join an interdistiplinary program headed by Professors Ruth Dunkle and Shiela Feld. The program emphasizes research methods appropriate to the study of aging and the aged, with a focus on the conduct of survey research and secondary analysis of erchived data. Its goal is to develop researchers who will contribute to the knowledge base for determining policies and programs to enhance the well-being of the elderly. To insure this goal, fellows will have the opportunity to explore scientific research in applied multidisciplinary settings. Faculty are associated with the Doctoral Program in Social Work and Social Science, the Departments of Psychology, Political Science, Public Health, Sociology, and the Institute for Social Research. The 12-month aligned for postdoctoral fellows ranges from \$16,600 to \$32,200, depending on years of postdoctoral experience. Contact Professor Ruth Dunkle, Project Director, The University of Michigan, 1065 Frieze Building, Ann Arbor, Michigan 48109-1285; 313-783-6575, Appointments may begin June 1-September 1, 1992. Equal Opportunity, Attirmative Acbegin June 1-September 1, 1992. Equal Opportunity, Aftirmative Action Employer.

Identified Student Teaching, Bastern III.

Bollanica August II, 1992. Han and supervise student teachers in Elementary, Innor High and Special Education. Conduct seminary, work collaboratively with public schools. Conduct reparet in Clinical Experiences area. Provide service to Department and University, Ph.D./IGAD, with 3-years experience in Elementary, Innor High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University, Ph.D./IGAD, with 3-years experience in Elementary, Innoc High and University of the School and may have the opportunity to serve as Diractor of the Teacher Education of School (612) 803 8648. The Education School and Provide Leadership to the sepected to provide leadership to the research, teaching and university work to some a Diractor of the Teacher Education of School (612) 803 8648. The Education is a Diractor of the Teacher Education of School (612) 803 8648. The Education of School (612) 803 8648. The

BENJAMIN V. COHEN MEMORIAL FELLOWSHIPS



Muncie, Indiana

Ball State University intends to award a second annual lellowship to support a scholady work or creative project in the area of peacemaking, with special emphasis on ways to loster universal justice and the abandonment of intergroup hostilities. The program seeks people with fresh outlooks on the world situation and innovative proposals for engendering peace. The fellowship is open to persons of any age, discipline or nationality and is intended to support the development of emerging ideas rather than to recognize past achievements. The fellow will be expected to spend about four weeks on the Ball State campus and to make at least one public presentation during preparation of a creative project or scholarly work which must be completed within two years of the date of receipt of the fellowship.

The fellow will receive an honorartum of \$3,000, \$1,000 to cover living expenses during the on-campus visit and \$500 for travel expenses to and from Muncle. Up to \$6,000 will be available to support publication or production of the fellow's project. For further information and application procedures, write or call Ruth Howes, Center for Global Security Studies, Bail State University, Muncle, IN 47306; (317-285-8868). The deadline for applications for the 1992-93 academic year program is September 1, 1992.



PROFESSOR AND DIRECTOR **School of Mass Communication Bowling Green State University**

BGSU seeks a Director of the School of Mass Communication. Applicants must have an earned Ph.D., significant media experience and research record commensurate with appointment as a removed professor. String administrative and communication skulls are required; fund-raising experience is desirable. The Director will administer and supervise the operations of the School and be responsible for articulation of its mission, programs, goals, policies and procedures within the college, university and scholarly community. the School consists of two departments: an accredited Department of Journalism, with nine faculty, and a Department of Telecommunications, with eight faculty. There are nearly 700 undergraduate majors. The graduate program offers both the M.A. and Ph.D. degrees and currently has 50 graduate students. Students and faculty work with state-of-the-art equipment.

Bowling Green is a mid-sized residential institution with 18,000 students, including 2200 graduate students. The 1250 acre campus is located 25 miles south of Toledo and 70 miles from Ann Arbor.

The position is available July 1, 1992. Salary is competitive. Consideration of candidates will begin March 27, 1992. Submit a letter of nomination or application, a current c.v., and the names and telephone numbers of 3-5 references to:

Director Search Committee School of Mass Communication Bowling Green State University Bowling Green, OH 43403 PH: 419-372-8400

8GSU is an AA/EOC employer.

nd women are especially encouraged to apply.

.......

PLANT COMMUNITY ECOLOGIST

The Kansas Biological Survey seeks applicants for a full-time, 12-month, academic staff position at the Assistant Scientist level, beginning July 1, 1992. The Survey is a non-regulatory research and service unit of the State, located at the University of Kansas, with major research Initiatives in biological diversity and natural areas, freshwater quality, and agrichemicals. Primary responsibilities will be to assist the Survey's Natural Heritage Inventory with the development and maintenance of computer databases on plant, animal, and natural community occurrence in Kansas. The successful applicant also is expected to develop an active research program and to seek extramural funding. Required qualifications include a Ph.D. in plant ecology or related field, experience in plant community characterization or habitat assessment, and a demonstrated ability to plan and conduct field work. Preference will be given to applicants with: 1) knowledge of and experience with a) plants of the Great Plains; b) wetland ecosystems; and c) data processing or quantitative skills; 2) demonstrated ability to estract research funds. Send letter of application, résumé, selected reprints, statement of research interests, and three letters of recommendation to Dr. Chris L Lauver, Kansas Biological Survey, 204 I Constant Ave., Lawrence, Kansas 66047-2906; (913/864-7725). March 31, 1992 deadline. EO/AA.

University, NSW 2109 or by telephonins (612) 805 9746, fursimite (612) 805 9746, Applications close 3 April 1992. Equality of Simpleyment Opportunity is University Policy.

Brown of Assistant/Associate Professor. An earned doctorate is preferred but Massis and Assistant/Associate Professor. An earned doctorate is preferred but Massis about with a considered. At least three with a sub-state of Assistant/Associate Professor.

Folicy.

Education: Paculty (9-month, tenure-track) position, Ph.D./Ed.D. preferred ABD considered. Cenarillatin ascendary education, or emphasis in educational psycholosy or closely related area and college teaching preferred. Public school experience required. Cond communication skills, commitment to teaching excellence, and responsibilities include teaching excellence, and responsible education excellence, and responsible education. Exercised excellence, and responsible education excellence, and responsible education excellence, and responsible education excellence, and responsible education. Exercised excellence is an excellence of the following areas Development. Learning. Theory. Measurement and Evaluation, Secondary Reading Methods, or Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Math and Science Education. Examine the education excellence, and three laters of reference to Dr. Geor Telego, Dean, School of Education and Realization, Secondary Reading Methods, or Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Mathod Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Mathod Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Mathod Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Mathod Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Mathod Computer in Computer Literacy. Coordinate, on a part-time busis, the Center for Excellence in Computer Literacy. Coordinate, on a part-time busis, or Computer Literacy. Coordinate, on a part-time busis, or Computer Literacy. Coordinate, on a part-time busis, or Computer Literacy. Coordinate, on a part-time busis,

Educations Assistant/Associate Professor of Education (Curriculum/Instruction and Elementury Education). Assistand University Invites applications for a position in the areas of Curriculum Instruction and Elementury.

ila. Department of Applied Technology. Onling Campus, Requisition Number Onling 0190-92A. Directs and administers Branch College Vocational Programs/ Classes in the area of Applied Technologies), equipment purchasing, faculty recruitment and supervision, fived management, building equipment and inventory activities and related administrative duties an necosary or assigned. Departmental Requirements: Prior experience in the writing of grants and zero based budgeting systems destrable. Experience in aceds identification systems destrable. Prior experience with student and faculty recruitment efforts, writing equipment specifications and vocational program planning activities desimble. Prior experience in the management of a large scale shopfool room desimble. Prior experience in the development of vocational educations programs in a secondary education setting Bitrational Administration: Associate Director (Applied Technology). Minimum Associate Director (Applied Technology). Minimum Associate Director (Applied Technology). Minimum Associate Sistert Dates July 1, 1992. Full Time Location: University of New Mexico-Ostilino Campits, Galium, New Mexico, Associate Director (Applied Technology—Minimum Qualifications; Ph.D. (carned Doctorate) in Educational Administration. Vectional Education or related discipline, with at least three years of related and progressive experience required. Experience guist include budged and relation and planning, faculty uncertaion. Curriculum development and program management activities. Directly related education and directly related education and directly related education and directly related education and directly related experience may be substituted for each other on a one-year-for-one-year ba-

Foothill-De Anza **Community College District**

Foothili-De Anza Community College District in the San Francisco Bay area is currently accepting applications for the following faculty positions for the 1992-93 academic year.

1992-93 academic year.

Accounting instructor. First review date: 4/20/92. Announcement #920/5
Art History instructor. First review date: 3/16/92. Announcement #920/3
Avilation instructor. Open until filled. Announcement #920/4.
Chemistry instructor. First review date: 4/10/92. Announcement #920/4
Child Development instructor. First review date extended: 3/9/92. Announcement #920/4.

Computer Information Systems Instructor. Open until filled. Amounts-ment #92041.

ment #92041.

ESL Instructor. First review date: 3/24/92. Announcement #92033.

Franch Instructor. Open until filled. Announcement #92036.

Geography Instructor. Open until filled. Announcement #92036.

German Instructor. First review date: 3/25/92. Announcement #92056.

Head Basketball Coach/Instructor. First review date: 3/20/92. Announcement #92054.

Illiston/Humanitales. Instructor. Whatever Chillians Control of the Co

ment #92054.
History/Humanities Instructor: Western Civilization and Humanities.
Open until filled. Announcement #92004.
Mathematics Instructor. Open until filled. Announcement #92040.
Music Instructor. First review date: 4/1/92. Announcement #92060.
Photography Instructor. First review date: 4/1/92. Announcement #92060.
Program Director, Animal Health Technology. First review date: 3/16/92.
Announcement #92050.

Announcement #92050 Teacher, Child Development Center. First review date extended: 4/1092

Applications and complete job descriptions may be obtained from Employment Services
Foothill-De Anza Community College District
12345 El Monte Road
Los Altos Hills, CA 94022
(415) 949-6217

A résumé or vita may not be substituted for a completed application. **AMEOE**

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO **Minority Artists Vitae Bank**

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO (SAIC) is a THE SCHOOL OF THE ART INSTITUTE OF CHICAGO (SAIC) has professional degree-granting college of the visual sria. With a student population of over 2,000, 18% of whom are U.S. minorities, we are dedicated to continuing the cultivation of ethnic and racial diversity. Individuals embraced by the Civil Rights Statutes as protected class members, desiring consideration for faculty, an inistrative, and visiting artist positions, are sneouraged to submit curricula vitae, along with a statement of area(s) of teaching expertise, to the Minority Artists Vitae Bank.

Studio areas at SAIC include: Art and Technology, Ceramica, Fashion Design, Fiber, Filmmaking, Interior Architecture, Painting and Drawing, Performance, Sculpture, Sound, Video, and Visual Communication.

Academic areas include: Art History, Theory and Criticism; Liberal Arts; Art Education and Art Therapy. We offer highly competitive salaries and excellent banefits, Vitse, inquiries, or nominations of qualified candidates should be sent to: Ms. Maryam Ahmad, Assistant Denn, Multicultural Affain, The School of the Art Institute of Chicago, 37 S. Wabash Avenue, Chicago, 11, 60603.

SAIC also seeks qualified minority candidates for its postbace-laureste certificate and graduate level degree programs. Scholar ship opportunities are available for these programs, including Grace and Walter Hyron Smith Scholarships for persons who have attended a parochial high school or Catholic College in Illinois. SAIC is an EO/AA Educator and Employer.

****************************** Minority and Women Faculty/Professional

STAFF VITA BANK The University of Colorado at Colorado Springs (UCCS) is committed to cultivating a culturally diverse workforce and seeks to create a vita bank of prospective candidates for full-time and part-time faculty, professional, and administrative positions. The vita bank will enable the university to quickly identify viable candidates, as positions become available.

UCCS is a commuter campus, ordering primarily bachelors and make's degrees through the Colleges of Business, Engineering and Applied Science, Letters, Arts and Sciences, the Graduate School of Public Alfairs, and the School of Education.

Receipt of vita will be acknowledged. Forward vita along with a letter indicating your field of interest to

Faculty/Professional Staff Vila Bank c/o Affirmative Action Office aversity of Colorado at Colorado Springs P. O. Box 7150 Colorado Springs, CO 80933-7150

UCCS is an Affirmative Action, Equal Opportunity Employer.

highly desirable. Must be able to work of fectively with community associet, and campus organizations, Must have excelled and written communication sills. Should value diversity and have notified cultural perspective. To be combined excepts, three professional and was promised at latters of recommendation, and are professional statement to check reference in training statement to check reference in the past envelopment to be a subject of the professional and was professional and was promised in the past envelopment to be a subject of the past envelopment to be a subject to the past of th

DIRECTOR OF PLANNING AND INSTITUTIONAL RESEARCH

BULLETIN BOARD: Positions available

The suption: The Director of Planning and Institutional Research, regarding to the Clean edite of the University, is responsible for facilitating and co-minaling the development, implementation, and evaluation of the copying strategic and Dodget planning processes, who is exceed it includes and major resources of the University. Re-pursuitalities in and space planning. Through these planning processes and related services, the Office of Planning and institutional Research is proposedible for the conductation of University wide process, and greedess for mountaining the institution's edge discussion as heaving its major and elablished goals.

process and processors as a horizon for the responsibility for one tal University Penny institutional research as therites for line in the responsibility for one tal University statests. As such, the article constituates the University's payantise to reporting regularisations. As such, the article constituation external sources, in budging the University of North meets and information requires from external sources, in the collection of University of North Cauling system, feelesal and state agencies. Input violation or openited alone, and the gardipolic. To meet internal data requirements, the Cliftic elseven under the providing panel golden. To meet internal characteristics, the Cliftic elseven models for providing sources information to administration of administration to administration of administration of the Cliftic elseven models for the University of the Cliftic elseven on the Cliftic elseven and other amplication to a facility of the Cliftic elseven of the Cliftic elseven and other amplication.

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It is speak atoms: Candidates should hold at least a master's degree in a planning or bedge-related doctrifier. Preference will be given to there with an extende a forate, it lead for years of progress well recognished experience in an actionic, administrator, at least for years of progress well recognished experience in an actionic administrator, and communication skills contributing to cluster treast process strong organizational and immunication skills contributing to cluster recognished and to diamon of planting process of planning, organization and management to complex institutions of higher effection. Candidates must have a working knowledge of statistical theory and methods and system analysis with demonstrated abilities to collect, report, and interpret malically mortalized and invoking demographic, quantitative, and are towal indomination; analyze administrator problems and make appropriate recommendations; supervise the computer generation of immation for planning, burdgeting, and institutional research purposes; supervise engloves and work effectively with all constituences.

employers and work effectively with all constituencies.

Ent Carolina University is a public, disclorate-granting institution commuted to not additinctive undergraduate and graduate education, estemplory less hing, research and solution, public service, and human and intellectual diversity. The University is one of the stoken constituent institutions of the University of Forth Carolina, Rodiers degrees at the broadcaste, master's, specialist, and this tonate levels. Programs of surfy include the area and sciences and a wide range of protessional fields, including the first-professional program in medicine. East Carolina has nearly 17,100 students, over 1000 faculty, and an operating budget exceeding \$2 in million. The University values the contributions of each member of the academic crimmunity, one ourages the full development of furnan potential, and is decirated to scholarly integrity and responsible stewardship of the public test.

the position is available August 1, 1992. The application describes April 15, 1992, say is competitive and commensurate with responsive. Nontronations are welst one pilication including a letter of application, curriculum vitae, and three current letters of brace should be directed to:

Professor Emply S. Boyce Chan, Seatch Committee Library and Information Studies East Cambria University Greenville, NC 27830 4453

An Equal Opportunity, Alternative Action University Applicants Must Comply with Provisions of the Intempretaria Retorn and Control Act

STLAWRENCE UNIVERSITY

Director of Higher Education Opportunity Programs

St. Lawrence University seeks to appoint a Director of our Higher Educa-tion Opportunity Program, a program supported jointly by funds from the University and the New York State Department of Education. We hope to continue a long and excellent record of recruiting and retaining econom-cally and educationally disadvantaged students who can profit from higher ducation but who otherwise lack the means to attend St. Lawrence.

The successful candidate must have at least a Master's Degree and excel-lent interpersonal and communication skills. Previous experience in op-portunity programs is highly desirable. A strong commitment to fostering multiculturalism and the ubility to work with diverse constituencies are required. The appulatment will begin July 1, 1992 or at another mutually streakly data.

ations and applications with the names, addresses and phone num-four professional references should be sent as acon as possible to:

Dr. Donna M. Fish
Associate Dean for Academic Affaira
106 Vitas Itali
St. Lawrence University
Canton, NY 13617

Screening of applications will begin on March 23, 1992 and continue until a suitable candidate is found.

St. Lawrence University is committed to fostering multicultural diversity in in faculty, stoff, sindent body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically encourage applications from women, minorities and persons with disabilities.

lege of Education. The Universaty of Texas at Assista seeks an Assistant Professor for its Public School Leadership Program. The person selected Leadership Program. The person selected Leadership in the preparation of Indian leadership in the preparation of Indian leadership in the preparation of Indian leadership in the proportion of Statembry personnel for schools and for advances the knowledge of the profession. Application, surface the profession and particular community to teaching, research, and development which focus on the principalship and readership at the shoot building level.

Fractional Measurement: Assistant Proopports which focus on the principalship is defeathip at the school building level of the principalship is defeathip at the school building level of severation in research design and the use of comparers. This senue Track position afterior responsibilities expected of faculty minute group members are especially in the loss papily as brooking its group members are especially in the loss papily as been expected of faculty minute group members are especially in the loss papily as been expected of faculty minute group members are especially in the part have a deep commitment to such individual selected will assume the position in the position in the search will continue until the fairful selected will assume the position in the position in the search will continue until the fairful selected will assume the position in the position in the search will continue until the fairful selected will assume the position in the position in the position of the

bingsional foundations/Research: Educational Foundations and Research Methods: Atland University invites applications for specimen in the areas of Educational Foundation and Research Methods. The position in the areas of Educational Foundation and Research Methods. The position in the areas of Educational Foundation of States of Florada is an EEU/AA employer.

Educational Psychology/Giddance: Eastern Unions University. Charleston, Unions University of Florada is an Education and research methods is produced. An Albu will be considered. An Albu

FRENCH FACULTY-IN-

Submit cover letter and resume by April 1st, 1992 to address below, Late applications will be considered until the position is filled.

Vikloria Skrupskells Chair, Romance Languages
Rice Hall **OBERLIN COLLEGE** Oberlin, OH 44074 An Altirmative Action/ Equal Opportunity Employer

Associate/Assistant Professor, tenure track, beginning August 15, 1992. Requirements: doctorate in school psychology, significant training and at least three years' experience in the practice of school psychology, eligibility for certification as a school psychologia in South Carolina, evidence of excellence in teaching and supervision, and record of scholarly activity. Position in an NLATENASP-approved Specialist in School Psychology (5,5-P.1) stogram and some undesgraduate teaching. The School Psychology Program is an applied, competency based, full-time program that leading in the series of the stock of the school Psychology. Program is an applied, competency based, full-time program that leading indespendit in the Lepastment of Psychology, which has 14 full-time faculty members. Winthool College treedesgranased Winthool University as of fully, 1912) is a state-supported institution which ofters more than 50 undergraduate and 40 granhate degree programs. Staties are competitive and commensurate with qualifications and experience. Reviews of applications will begin April 15, 1992 and continue until the position is filled. Send letter of interest along with a current vita, and at least 3 letters of reference by Joseph Pros. Pt. L., Department of Psychology, Windingo College, Rock Hill, SC 27733. Windingo College, Rock Hill, SC 27733. Windingo College is an Afminative Action, Casal Oppurlumity Employer.

*************** minimum of two years' school entire high-or education experience. Experits in edu-cational psychology and subtance. April cational de May 15, 1952 to Paul Overron. AA/ISOE. Applications from women, mi-norities and insudeapped individuals en-couraged.

Educational foundations/Curriculum Development Assistant Professor. Teach courses in foundations of education and curriculum development; supervise student teachers and conduct temperate, etc. Requires carried doctorate (Ed. D. or Ph.D.) by September, 1992, with emphasis in curriculum, instruction and education to the professor of the professor (Ed. D. or Ph. D. by September, 1992, with emphasis in curriculum, instruction and educational foundation; two years' successful elementary-level teaching; evidence of ability to work with public school personnel; strong generalist background in elementary education; and evidence of ability to conduct and publish research. Send letter of application; names of six professional references tincluding current supervisoras; complete transcriptis; and vita including record of publications, acholarly activities, teaching, and tarvice to Dr. Deanna D. Winn, Search Committee Chair, Elementary Education Department, Uniah State University Loan, Uniah State University is an AA EO employer and encourages applications from qualified minority candidates.

ion Manhematical Research on Teaching We invite applications for a senure-track position in Teacher Education/Research on Teaching in the area of mathematics teaching and learning (ranh open). Primary responsibilities include: preservice undergraduate and graduate program development and teaching, dissertation advising most attended and graduate program development and teaching, dissertation advising and teaching of graduate to the program development and teaching and advisate program development and teaching and teacher education in push-related areas of research on teaching and teacher education. Crederinals of appropriate candidates about include: consistent involvement with teaching and teaching, and involvement with teaching and the state of the search agenda and/or a record of published work in mathematics education, a clear research agenda and/or a record of published work in mathematics education, and instructional competence in great related to mathematics teaching and tearing, teacher education. Our division is committed to incurrent teaching and tearing teacher education and to research on teacher and students in K-12 schoots. Both energy of the competition of the ends and craical consideration of the ends and craical

RESIDENCE

Oberin College seeks a full time, 10-month, live-in Lecturer beginning Au-gust, 1992 to teach 3 courses in French language and culture and par-ticipate in some faculty responsibili-ties. This position has the possibility of renewal. The incumbent will tive in a residence half while College is in a session to sponsor special pringets. a residence hall white College is in session to sponsor special projects, supervise activities of graduate assistants, and direct a month-long study abroad program, etc. Must have M.A. degree in hand by September 1st, 1992, have native or near-native proficiency in French, and demonstrate interest and potential excellence in undergraduate teaching, experience in which is desirable.

SCHOOL PSYCHOLOGIST

HARRIGHHIMH)

Education/Music: Fall School, the campus laboratory school of the University of Plusburgh, invites applications for the position of Music Teacher for K-3 classes. Qualifications include successful full-time teachine experience and Pennsylvania certification or equivalent. Sajary is \$21,000. Servicion of economics with transcript, and telters of recommendation to. Dr. Roy J. Creek, Falk School, University of Pittsburgh. Pittsburgh, Pennsylvania 15261.

Miner has strong the to the materials and minerals industries. Interdisciplinary work is encouraged. Application Dradline: April 30, 1993 or until asset time as a successful candidate has been selected. Résumés; supporting minerials, and the names and addresses of three professional references should be directed to: Colorado School of Miner, Electrical Engineering Faculty Search Committee Chairman, Brown Hall, Golden, Colorado 80401. Ap REO/Affirmative Action Employer.

tive Action Employer.

Elementary Billingual Education: # F9/92-31. Assistant Professor, Elementary Billingual Education. # F9/92-32. Tenuratrack to leach undergraduate/graduate courses to bilingual reading process, first and second inaquage devalogment, reading and student teaching. Doctorate degree in Carticulum and Instruction with specialization in Bilingua-Bilcultural Education and Reading. ABD candidates may apply. Three years minimum of success fir full-time teaching in an accredited elementary bilingual chatsroom. Candidate must demonstrate evidence of Samish/English professor spiled or basic research sublications, and experience in teacher-aducation professor success and for instructor appointment with a pine-month assistant professor and/or instructor appointment

University of West Virginia College of Graduate Studies

MINORITY FACULTY FELLOWSHIP PROGRAM IN THE SCHOOL OF EDUCATION, HUMAN SERVICES & HUMANITIES

The School of Education, Human Services and Humanities has established a Minority Faculty fellowship Program with the goal of increasing the number of minority faculty in higher education. These fellowships will be awarded to minority students working toward the doctorate in a field within the School and seeking a career in

Eligibility: Applicants must be US citizens and be actively entolled and engaged in a doctoral program in professional education or a related area. Applicants who have completed all doctoral work except the dissettation will be given preference.

Terms: The salary/stipend for 1992-93 will be a maximum of \$20,000 for 12 months. Fellows will be eligible to apply for up to \$3500 in research funds. Fellows will hold non-tenure faculty rank, teach one course each semester in their area of expertise within the School of Education, Human Services and Humanities and perform other normal faculty duties on a limited basis, Departments included in the School are Counseling, Humanities, Educational Administration, Psychology, Elementary/Secondary Education, Special Education and Reading.

Applications: Applicants should submit the following materials:

A complete curriculum vitae
 Transcripts
 A description of doctoral program status
 Names and addlesses of three references

Respond to: Dr. John Callebs Director of Personnel UWCOGS, P. O. Box 1003 Institute, WV 25112

Application Review Review of applications will begin on March 16, 1992, and continue until fellowships are filled.

The University of West Virginia College of Graduate Studies is one of six institutions which compile the University of West Virginia Higher Education System. Headquatered in the metro Charleston, West Virginia area, the College has been described by observers as "unique, innovative, and imaginative."

the College has been described by observers as "unique, innovative, and imaginative." The University of West Virginia College of Graduate Studies serves a nontradillonal, geographically dispersed student body of 2600 students each semester. Utilizing state-of-the-art course delivery modes, such as satellite and teleconference instruction plus more traditional approaches, the University employs 55 full-time faculty and 120 adjunct faculty each year to deliver courses and programs to students in over 20 differentiates. Offering 18 master's degree programs, a CAS and a joint doctoral degree in educational administration, the University of West Virginia College of Graduale Studies is accredited by North Central and NCATE.

EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Hamilton College Clinton, NY 13323

Fast Asian Languages and Litera-lures Program announces a tenta-tive one-year replacement posi-tion in Japanese language begin-ning August. '92. Instructor or Assistant Professor level. Ability to Assistant Professor level. Ability to teach all tevels of Japanese language required. Language teaching experience preferred. Send letter of application, curriculum vitae, and three letters of recommendation to Hong Gang Jin, Director, East Aslan Languages and Literatures Program, Hamilton College, Clinton, NY 13323. Application deadline: April 30, 1992, AAEOE; women and minority candidates are encouraged

mentary concentrations and eventually accommendate the conduct and publish research. Send lefter of applications; names of aix professional references including current supervisors; complete transcripts; and with including tecord of publications, scholarly activities, teaching, and service to Dr. Deanna D. Winn, Search Committee Chair, Elementury Education Department, Ulah State University. Loann. Ulah State University. Loann. Ulah State University. Loann. Ulah State University is an Advis Miled. Ulah State University is an Advis Miled. Ulah State University is an Advised begins and encourages applications from qualified minority candidates.

Education/Mathematics: Teacher Education Hathematics Research on Teachings with demonstrated scholarly accomplishments and history of funded research. The Colorado School of Mines Department of Engineering Secultives of Mines Department of Engineering and experience in department of Engineering and experience in department of continuous to experience with an earned doctorate in department of continuous to excellence in teachings at the understandant as well as graduate level. Preference will be siven to enabled to control to excellence in teachings with demonstrated scholarly accomplishments and history of hunder eleversch. The Colorado School of Mines Department of Engineering Secultives of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of Mines Department of Engineering Secultives (Pigital Systems. The Colorado School of M

MANAGER OF ADVANCED TECHNOLOGY

The Advanced Technology group evaluates and tests new or pre-released hardware and software, investigates promising new technologies, and helps set direction for information technologies including, but the campus. Candidates abould have a broad understanding of information technologies including, but not limited to, computer architectures IPC, Mac. Sun, NeXT) operating systems (DOS, Mac OS, OS/2, Unix), user interfaces (Windows, Mac System 7, Presentation Manager, NeXTStep, OpenWindows, Motifi, networks (ethernet, lacalitaik, TCP/IP, Novell/IPX, Ethertalk) and applications (word processing apread sheets, desk-top publishing, multi-media, graphica, databasea, communications). Bachelor's degree is required. Relevant advanced degree and experience in investigation of new technology areas is desirable. The successful candidate should have proven analytic skills and managerial experience to dealing with a variety of projects and initiatives, Salary and rank commensurate with education and experience.

Applicants should send their resumes to Bruce Fin-nio, Director of Administrative Services, Computing and Information Technology, Princeton University, 87 Prospect Ave., Princeton, NJ 08544; Fax: 609-258-3943, E-mail FINNIE@PUCC.

Princeton University Princeton, New Jersey 08544

An Equal Opportunity Allumative Action Employer m 1

with opportunity for summer employment. Deading: April 3, 1992 or until position is filled. Send leiter of interest, resumé, official graduate iranscripta from accredited institutions of higher education, and three current leiters of reference (with telephone numbers) to Dr. Richard J. Perez, Chair. Department of Curriculum and instituction; The University of Texas-Pan American; (20) West University Drive; Edinburg, Texas 78539. An BEO/AA employer. Elementary Education: Full-time, tenure-trock position by similar Pail 1992. Doctor-ate in Curriculum and Instruction or restreed field and three to five years' experience in Elementary School teaching reculred. Col-lete tenching preferred and companer es-tentions preferred and companer es-

lege tenching preserve and comparer exporties an advantage. To teach undergraduste classes mainly in general teaching methnois and to supervise student teachers. The
successful candidate will have a firm commitment to sycellence in teaching and the
interpersonal skill recurred to work with
sludents and colleagues in a small liberal
arts college. Applicants should send a cover letter, vita and at least three references
to Dean Berry Chambers, Tennessee Wesleyun College, P. O. Box 40, Athens, Tennessee 37371-0040. EOE.

Issue 373/1-0040. EOE.

Hementary Education; (Scarch ReOpened). Kutztown University invites appilestions for a one-year temporary, fullilme position which will be a subbatical
ieave reprocessent in the Department of Elementary Education beginning with the
Full 1992 semester. Responsibilities incity claim of undergraduate courses in
early childhood communicative skills and
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early childhood communicative aktills and
early childhood communication academic and
its of field experiences for students in eariy childhood education. Salary will be
based on rank at the instructor or Assistant
Professor level, Preferred qualifications include a minimum of three years of teaching
experience at the early childhood dupleations with knowledge base in toddipm

and infants. Required qualifications include a master a degree in early childbood education. Applicants should send a letter of application, résumé, official transcripts, and times current letters of reference fo Dr. Alfaca. L. Monteys, Senerh Committes Chair, Department of Elementary Education, College of Education, Kutzfrown University, Kutztown, Pennsylvania 19330. Application desdifice is March 24, 1932. Ruzzlown University, with enrollment of 7,500 students, is a state university in the Pennsylvania Sutte System of Higher Education. Kutztown University is as Equal Opportunity, Affirmative Action employer. Women and minorities are encouraged to apply. Elementary Education: Seeking applications

Elementary Education: Seeking opplications for its tenure track positions at the AssistantiAssociate level beginning Foll Senseter, 1992. Applicant must show evidence of expertise in one of the following areas: Early Childhood: Middle School Education: Reading Education: Ceneral Elementary Education. Requirements for all positions include: terminal degree in elementary education or related field; teaching experience in elementary schools; evidence of past or potential productivity in acholarly activities and public service. Duties include teaching undergraduate and graduate courses in area of expertise, academic advising, supervising student trachers, research, and service to public schools. Salary is commensurate with training and experience. Send a letter of spelication which clearly states to which of the above areas the application is directed, vita, three current letters of recommensurate with training and experience. Send a letter of spelication which clearly states as which of the above areas the application is directed, vita, three current letters of recommensurated to an elementary and Special Education, Middle Tance turned State University, Muricesboro, Teanessee 37132. The review process will begin on Murch 26 and will continue until positions are filled. Position availability continuent upon funding. MTSU is an Equal Opportunity, Affirmative Action Employer.



Central MISSOURI STATE UNIVERSITY

Warrensburg, Missouri

DIVISION OF STUDENT AFFAIRS

flentral Missouri State University is a rampic of 12,300 and only interest in Warrendburg a way central Missouri Community of 15,400 bits moles southered Ramas City. Francical in 1971, the University has a long, great hadory of attended excellent action to program glue involved month in 1984, regional and community redestros. The distribution fluiderst Afrairs is a group soice and active partner in the educational process of Central's involved. POSITIONS AVAILABLE:

Director, other of Speculized Services

An experienced individual to exercise and/or provide these specialized services re-quired by physically etailicinged, international, room traditional, communing, and trans-ter stockers to ensure their retention to graduation. Every-emouth follower appointment. Master's degree in education or related field preferred and special training pertaining in the physically challenged and/or adult learness is highly desirable. Solary competitive. Proofs considerables given to condulates applying by April 17. Contact, Specialized Services Search for mountee, Administration 214

Director, Office of Student Level legion of Programs and Activities

Direction, I make a Statem Lessengingen stragging and writings of administer leadership development statem and administer leadership development statem a statem and pergamic which exhead the act alone, experience and far duate statem growth, and roateries. Evolvenment full time appointment Mayers's degree to CSPA with time to five year? Inflitting experience in a few oracle the lobaring areas. Statem Activities, Student Union Programming, and of Residence I ducation. Salary congrutures.

Compact Ms. Challene Laubenstein, Assistant Effector of Stinlent Uie, Student Life -

Counseling Psychologist, I connecting and Psychological Services I Mice

Non-modify position beginning August, 1792. Summer employment presible. Provide builtedual and going courselling, crise intervenghen, united to programming, consultation services. Quality along 19.10, preferred, All Contralency, Missiani latense eligible; University Courselling Centre experience or intereviop desired. Salary competitive. Contact; Or. Locy Blackburn, Effoctor; Connecting and Psychological Services; 131 Himphreys Priority Consideration: April 6, 1992

Area Coordinatoria), (Alice of Residential Life

Countriates all student/staff activities for a residence area of 75%-1,000 students, in three-five hubbings. Master's distres in CSPA or related field required. Newtons full-time residence half expenses as 15 required. Apartment, hoard, and competitive salary. Contact: Area Coordinator Search Committee, Office of Residential Life; Ellis Complex Coordinator of Conference Housbur/Area Coordinator, Odire of Residential Life continuor si contretere inouvog/area Coordinator, Odire of Reulenial Life Courdinates all activities/stall in University Conference Cenier as well as summer conferences throughord tesisione especial. Coordinates sudentistall admittles for a resistence area of four recyclence Italia and an apartiment complex. Maner's degree in CSPA or related field required. Proclems full-lime residence half especiale es required. Proclems given to cardidates with provious university conference experience. Apartment, Italia, and competitive salary.

Contest, Conference Menating/Aco. Condesses Security Conference.

Contact. Conference Housing/Area Courdinator Search Committee; Unice of Residential Life, Ellis Complex

The division offers assistantiallys in the following offices. Specialized Services, Residential Life, Student Development Programs & Activities, Student Atlans, Financial Add and Veterans Affairs, Multi-Cultural Affairs, Family and Non-Traditional Housing, and Student

Contact Gregory Roberts; Assistant Vice President for Student Affairs and Director of Student Life, Union 123 Starting Date: All professional positions begin july 1, 1992 leccept the Counseling Psychologist which begins August 1). Graduate positions may vary, but begin not later than

August 1, 1992.

Application Process Please send accurrent vita and letter of application summarizing your qualifications for the position and include the names, addresses, and telephone numbers of at least three references. For all positions except Counseling Psychologist, also include a written statement of your pullosuphy of student development. The screening process will begin March 1 and continue until all positions are filled. Mad all information to the person listed above at the following address:

Central Missouri State University Warrensburg, Missouri 64093 Information sessions will be conducted at ACPA and NASPA. Central values diversity—minorities and women encouraged to apply.

An AAFEO Employer



ASST. ATHLETIC DIRECTOR FOR MEDIA RELATIONS & MARKETING

Will enhance and strengthen college's image regionally and nationally through the marketing and promotion of overall athletic program. Will also actively participate in development and fundraising efforts. Involves varying hours, travel, night and weekend work. Bachelor's degree required. Minimum of five years experience and demonstrated success in college sports publicity preferred, with related sports media experi-ence desirable. Excellent oral, written and interpersonal skills essential. Send resume, letter of application, and salary expectations by March 27, 1992 to Curt Blake, Director of Athletics, RIDER COLLEGE, 2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.

Rider College is an AA/EO employer. Women and minorities are strongly encouraged to apply.

Gementary Education: Curriculum concentration; lenure-track position beginning September. 1992. Terminal degree and threa years of public school teaching recurred. Sakary and ronk based out experience. Seak letter of application with visualities the season of the seas

Elementary Education: Tenure track roal-lion for Assistant Professor at small state university, effective June 1, 1992. Frimary responsibilities teach courses in the area of Elementary Education, as well as other sented doctomic in Education/Curriculum and instruction with appropriate companias and teaching experience. Desirable: under-graduate experience in special education. Minority applications encouraged. Send letter of application, with transcripts of all college work, and at least three current let-ters of recombendation by May 1, 1992 to: Dean Haywood Mayton, Station 8, Living-sion University, Livingston, Alabona

complete applications will be considered.

Elementary Mathematics Education (Georgia Southwestern College has a tenure track opening in Mathematics Education, beginning September, 1992. An Ed.D., Ph.D. or near competion of doctoral study in a field related to elementary mathematics education is a pits. Teaching experience in elementary school mathematics is required. Applicants should have potential for scholarly production and working effectively with area rubile schools and educational agencies. The position requires teaching both undepartuionic and graduate classes. It is an ecademic year position with Summer employment quite probable. Rank papotiable. Salary very competitive, GSW is a senior college of the University System of Georgia. The Institution offers teacher education programs at the bachelor's, master's and specialist degree levels, and is accredited by the State of Georgia. NCATE and the Southern Association. The college is situated in the pictures auc city of Americas, near historic Andersoaville and Pislos. The leacher saucestion program is housed in

DIRECTOR OF STRATEGIC RESEARCH DEVELOPMENT

Reopened

Oklahuma State University, a comprehensive research university, is seeking numinations and applications for a Director of Strategic Research Development. This is an executive level position reporting to the Vice President for Research and Dean of the Graduate College. The individual in this position

ovil assume the following dulies:

(3) Develop comprehensive academic, industrial, and governmental teams to address the problems of business firms, non-profit organizations, and government agencies.

thi Identify and develop strategic decision-support information sys-tems that require learning among government, industry, and acade-

(c) Develop opportunities to capitalize on the University's capabili-ties to generate spin-off benefits from research, such as patents, lesting, evaluation, commercialization, technology, and information

(d) Develop and implement a means of coordinating the activities of this position with the activities of the Cullege Research uffices, the Office of Federal Relations, and other academic and administrative

Ciklahoma State University has over 19,000 students and 1,000 faculty mem-liers. It includes the Colleges of Agriculture; Arts and Sciences; Business; Edite atton; Engineering. Architecture, and Technology; Home Economics; and the Graduate College. The professional schools Include Veterinary Med-icine on the main campus, and Osteopathic Medicine, located in Tulsa. QUALIFICATIONS: Experience in funecasting technology and frends in basic research, using state-ni-the-art techniques; experience in strategic research development; proven ability in marketing university research and executive strategic planning. The individual must have tun years' experience in government, industry, and/or academia fait least five years' experience in two of the three areas) with both line and stall accountability. Previous applicants are still under consideration and need not apply.

TO APPLY: Submit letter of application or nomination, addressing qualifica-tions; the names, addresses and pluone numbers of three references; and curriculum vitae or resumé to:

Dr. Thomas C. Collins Vice-President for Research Whitehurst 203 Oklahoma State University Stillwater, OK 74078-0050

Applications must be postmarked no later than March 25, 1992 for consideration. Oklahoma State University is an Equal Opportunity, Affirmative Action Employer, and encourages the application of minorities and women.

Anderson University **DIRECTOR OF ADMISSIONS**

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Anderson University invites nominations and applications for the position of Director of Admissions to begin on or before June 1, 1992. The Director of Admissions to begin but of before juice 1, 1882.

The Director of Admissions is responsible for the planning and managoment of all aspects of student recruitment and admissions; supervises a staif of six professionals, four support staff, and 15 student employees; and serves as a member of the University's enrollment management

Anderson University is a Christian liberal arts university affiliated with the Church of God of Anderson, Indiana. The institution offers ever 50 undergraduate majors to approximately 2,100 students from 45 status and 15 countries. The University has a long history of unrollment growth and financial stability.

Candidates should have demonstrated leadership in supervisory ability, a record of innovation and achievement in college admissions, show syldence of the ability to communicate effectively, and be committed to the mission and others of Anderson University. Selary is competitive. The review of applications and nominations will begin on April 1, 1902, and will continue until the position is filled. To be considered for this appointment, candidates should submit a lotter of application, a resume, and three letters of recommendation. Applications should be sent

Michael Collette, Doan Academic Support Services Anderson University Anderson, IN 48012-3462

Anderson University is an Equal Opportunity Employer.

PRINCETON DAY SCHOOL Jr. K-12

Princeton Day School openings for the following positions: Director of Development Director of College Placement Send cover letter, résumé, list three or four references (please include

Duncan W. Alling
Headmaster
Princeton Day School
P. O. Box 75 - The Great Road
Princeton, NJ 08542 An equal opportunity employer.

the new Education Center, a amte-of-theart fucility. Send letter of application or
opinisation, returned, imascrists and a
minimum of 1 references, by April 1, 1992,
to Dr. Lyna H. Frisbied, Chair, Division of
Education; Georgia 1719, GSW is an EO/
AA educator and employe;

Elementary Mathematica Science Education; Mathylasumi Science Internate and other duties as satisfied by
the Dean Qualifications include an earned
destront rechilden in charted/approved K-12 schoolsts). Salary and rank
open depending on experience, education
and pher contributions made to the profestion, professional experience, and qualification, and a current resume. Current transcripts and references will be retention on the college;
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interest in teacher preparation are encouraged to apply. Appointee will teach understructures in teacher preparation are
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to apply the preparation are encouraged to apply. Appointe will teach under-

Internal Auditor

Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Coastal Bend of South Texas and has a population of 273,000.

Minimum Qualifications: Bachelor's degree with minimum of 30 hours in Accounting. Four years comprehensive auditing experience. Must be able to: analyze complex accounting problems and develop solutions; develop systems and procedures and ensure that the financial system is accurate, efficient, and in accordance with professional accounting practices and governmental regulations. Effective verbal and written communication skills. Ability to operate personal computer utilizing Lous 1-2-3 software. Effective human relation skills. Position No: 02-9202A

Minimum Salary: \$2,654 per month plus benefits, 12 months Position Location: Internal Auditing Office - East Campus Status: Full-time

Closing Date: April 1, 1992 - at 5:00 p.m. Del Mar College will be closed for Spring Break from March 16 to March 20, 1992.

Submit resume, along with unofficial transcripts by the closing date listed above to the Office of Human Resources, Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Finalists will be required to complete an employment application. Del Mar College reserves the right to extend search or not offer position advertised.

Proof of work eligibility must be verified for successful candidate(s). Equal Opportunity/ Affirmative Action Employer Minorities, disabled individuals, and women are encouraged to apply.

DC DEL MAR COLLEGE

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SAN JOSE STATE UNIVERSITY Resident Director

Responsibilities: Primary administrator for residence half housing 200 residents. General dutios include supervision and development of resident advisor and sludent assistant staff, administrative operators. leadership and student development programs. Member of the Residential Life Professional Group which collaboratively develops the overall Residential Life Program.

Qualifications: Master's dogroo in student personnel or related field preferred. Sensitivity toward and exportance in working with emitcally divorse groups is beneficial. Seeking candidates with a strong sense of personal identity and passion for life.

Compensation: includes salary of \$2005 per month, 12 month position, furnished apartment, (live in required), comprehensive California State Employee benefits package.

Applications: First round consideration given to applications received by 5:00 pm on March 31, 1992. Final deadline is 5:00 pm, July 30, 1992... For consideration, forward SJSU application (required), cover latter, resume and three reference names (with phone numbers). For application and comprehensive job description, contact University Services at 408-924-6160. Forward application materials to:

> Human Resources Office Attn: Suzie Lotton San Jose State University One Washington Square San Jose, CA 95192-0046

Engineering: Engineers. California State University, Fullerion seeks Director of De-sign and Construction. See advertisement under Architecture.

English: Illinois College is a private, wellendowed, Phi Beta Kappa, liberal arts college located in west-central Illinois. We
seek applicants for a tenure-track nosition
at the rank of Assistant Professor who are
qualified to teach African-American literature and multi-cultural literature. Secondary interest in non-European and critical
theory valuable. Ph.D. required. Undergraduate teaching experience preferred.
Send letter of application, curriculum vitae, transcript, and three letters of recommendalion to Dr. Gouglass Bolling, Chairman, English Department, Illinois College,
Jacksonville, Illinois 62650. Application
dearline: March 27, 1992. Illinois College is
un AA/EGE.

English Instructor positions (2) In English—Nicholls State University. Position: Entry-level appointment, tenure track available, M.A. is English minimum quajfication thours above or ABD preferred, training in composition via classwark of ex-

quired prior to the interview. Review of applications will beain the middle of March. Appointment will be effective with Fall Quarter (August) 1992. Send information to: Phyllis Mason, PHR, Personnel Officer. The University of Rio Grande, P. O. Box 1969. Rio Grande, Chio 45674. The University of Rio Grande is an Equal Opportunity. Affirmative Action Employer.

Engineering. Engineers. California State University, Fullerton seeks Director of Design and Coostruction. See advertisement

the Affinance of the Computer of the Instructor/Assistant Profesor rack the Instructor of Instructor assistant assistant assistant required; upper-level, composition and required; upper-level, composition and recomplication letter, as the Instructor assignments; salary competitive. Send application letter, as the Instructor of Instruc

UNIVERSITY AT BUFFALO

State University of New York

BULLETIN BOARD: Positions available

RESIDENCE LIFE ASSISTANT DIRECTOR

e Suparvise 3 Half Directors in daily operations of residence half program affecting 1,500 atudenia.

Manage daily operations of an area office and supervise its staff. supervise its staff.

Act as principal officer for area discipline and
for standards of student conduct.

Master's degree in Student Personnel or rolated held. 2 23 years' experience in management of opera-ions of college residence halfs. e Knowledge of student development theory.

a Salary range \$25,500-\$28,000 for 12 month con-tract plus excellent benefits package. This is an anticipated vacancy.

hisrated applicants should send a telter of inter-as, resume and three fellers of reference by April 20, 1992 to:

Area Director Bearch Committe Office of Residence Life University at Buifalo 479 Red Jackel Quadrangle Buffelo, New York 14281

RESIDENCE LIFE HALL DIRECTOR

Live-in position administering one or more residence halls housing 400-550 students.
 Select, train and evaluate 12-24 Resident Advi-

sors.

e implement developmental programming.

e Advising of stall and students, supervision of
one or more Assistant Hall Directors.

Master's degree in Student Personnel or related

tero.

1-3 years' experience in residence hall or other student personnel area.

Knowledge of student development theory and experience with developments programming and developmental discipline

 Salary range \$22,500-\$23,500 for 12 month con-Furnished on-campus apartment.

Intercalled applicants should send a letter of interest, résumé, and three jetters of reference by April 20, 1992 Io.

Hall Director Search Committee Office of Residence Lita University at Buffalo 479 Red Jacket Quadrengle Bullelo, New York (425)

The University at Buffalo is an Equal Opportunity, Affirmative Action Employer. We will be conducting interviews at the ACPA and NASPA conferences.

OF SCIENCE AND TECHNOLOGY

Director of Federal Relations

IOWA STATE UNIVERSITY

lows State University invites applications and nominations for the position of Director of Federal Itelations. The Director of Federal Relations reports to the President of the University.

The Director of Federal Relations is responsible for coordinating all university activities which involve Congressional or federal administrative agency approval atitlor funding. The Director of Federal Relations, through the Provest, will work with all of the university's colleges to ensure the development of a coordinated approach to Congress and all federal agencies. The Director of Federal Relations will coordinate the university's communications with the lowa Congressional delegation and also will coordinate the process of informing university personnel on matters concerning federal relations

The successful applicant will hold an advanced university degree and should have at least three years of university experience, which may include experience in undergraduate or graduate teaching, research, or university administration. Substantial experience in legislative relations, either at the federal or state level, is essential, as is a thorough knowledge of federal legislative and administrative practices and procedures. Strong written and oral communication skills are essential. Salary range is \$70,000 to \$80,000 annually.

lows State University, a member of the Association of Anterican Universities, is a comprehensive land-grant university located in Ames, Iowa, Iowa State has 25,000 similants, 1,600 faculty members and an annual budget of approximately \$550 million. The University offers undergraduate, graduate, and professional degrees through its colleges of Agriculture, Husiness, Design, Education, Engineering, Family and Consumer Sciences, Liberal Aris and Sciences, Veterinary Medicine, and the Graduate College.

Applications and nominations will be accepted until the position is filled. Applications should include a resume or cutriculum vita and the names, addresses and telephone numbers of three references. The process of reviewing applications and nominations will begin March 30, 1992. Applications and nominations should

Mr. Thomas M. Hamilton, McGlathey Search Group, 400 Locust Street, State 690, Des Moines, Iowa 50309

lown State University is an equal upportunity/affirmative action employer and encourages the applications of and nominations of women and minority candidates.

1992-93 ALA MINORITY FELLOWSHIP **OPPORTUNITY**

The American Library Association (ALA), the oldest and largest national library association in the world, provides leadership for the development, promotion, and improvement of library and information services and the protession of librarianship through a comprehensive program including research, fellowships, publications, conferences.

Applications are being accepted for the 1392-93 American Library Association (ALA) Minority Pellowship Program. The program is designed to provide an opportunity for minority librarians to gain our understanding of
association management, ALA's structure and operations, and how policy is
formulated and implemented. The program is intended on improve the
upward mobility of minority librarians, make ALA better known and mire
table to minorities and minurity librarians, and microase the number of
minorities in the profession and in the ALA.

The American Library Association's goal is no help to eliminate the barriers of present minority librarians and information scientists from participating fully in the profession. The American Library Association recognizes that the profession is a second of the profession of the profession. one institution or professional association cannot climitate the harriers alone, but strongly believes that professional associations have a significant ride to play and must provide leadership by example.

Toqualify, an applicant music be a librarian/information professional (American Indian or Alaskan Native, Asian for Paciful/Islander, African American or latino), bold a Master's degree from a filtrary science program accredited by the ALA or from a program that meets the ALA/AASI, curriculum guidelines within a unit accredited by the National Commeil for the Accredition by the National Commeil for the Accredition of Teacher Education; have a minimum of three years of professional working experience in a library or internation science environment; be a member of ALA at the start of the fellowship.

The 1992-93 supend for the ALA Minurity Pellow is \$50,000 plus medical, dead, life and disability insurance and refucation assistance to Chicago. To obtain more information about the program or to receive application materials, connect

American Library Association Office for Library Outreach Services 50 East Huron Street, Chicago, Illinois 60611 1-800-5-15-2-433, ext. 4294

The postmarked deadline for applications is April 1, 1992.

the fight and are committed to the mission of the oniversity. Applicants who are in appeared with the mission of Le Tourneau Usernest with the mission of Le Tourneau Usernest with the mission of Le Tourneau Usernest and the considered without regard to not, and the mission of Le Tourneau Usernest and the mission of the Control of the

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ballish Arabiant Professor of English, Co-orlante of Writing Program. Coordinate drains composition courses at all teachs are composition courses and cen-tury of the computer and cen-tury revisated in hinns of part-time had in English writing course, Requires desires degree to English with strong became of composition theory and four

English: Tenure-Irack assistant professor position available Fall 1992 with emphasis in compusition/rhetoric. Serve as leaf faculty member for developing writing center and program including developmental writing. To leach undergraduuts courses. Doctorate of English or rhetoric required. Send letter of application, returne, usofficial transcripts, and 3 letters of reference by April 10, 1992 to Angle O'Hara, Personnel, Oklahuma Panhandle Siate University. P. O. Bux 488, Goodwell, Oklahuma 73939, AA/EOE

Implich: Generalist in British Literature to teach composition and introductory literature, with some upper division courses. Interests in critical theory desirable, Ph.D. sequed. Westminiter is a small, private, liberal arts college with professional roterams that supports and geocorages teaching and scholarship. Applicants must arrange to have three letters of reference and all transcripts sent and submit a letter of application and with a tr. Ray Ountrey, Dean, School of Arts and Sciences, Westminster Cultege of Sail Lake City, 1840 South 1300 least, Sait Lake City, Urah 84105 Deadline for receipt of nil materials is March 23, 1991.

College

Skagit Valley College has two lenure inck faculty openings: INSTRUCTOR OF COMPOSI-TION: MA in English or related field, leaching and multi-cultural

AUTOMOTIVE INSTRUCTOR: Three years' recent experience as automotive technician required. ATA, teaching experience, and multi-cultural experience desired.

Salany: \$25,466-\$27,466 per year plus benefits. Inform./applications avail: SVC Personnel Office, 2405 College Way, Mount Vernon, WA 9N273, or phone 206-428-1396.

Screening will begin late March. SVC is an EOE.

Northern Michigan University is an Affirmative Action, Equal Opportunity Employer.

Northern Michigan

University



DIRECTOR OF ALUMNI AFFAIRS

Delaware State College seeks a Director of Alumni Affairs to plan, coordinate, implement, direct and manage the several programs and activities of the office of Alumni Affairs.

This is an excellent opportunity for an experienced alumni professional. Delaware State College has an active alumni association with outstanding leadership on the executive committee.

The successful candidate will be experienced and knowledgeable in alumnirelations. He or she will report to the Vice President for Institutional Advancement. Salary is competitive. Send letter of application to Dr. William W. Tromble, Vice President for Institutional Advancement. Delaware State College, Dover, DE 19901.

Instructor/Assistant Professor in Mass Communication to fill a one-year subbatical replacement. M.A. minimum, ABD/Ph.D. preferred. Successful candidate will be primarily responsible for teaching courses in introduction to Mass Communication, Radio-TV Writing, and broadcast production. Salary negotiable depending on qualifications. Excellent fringe benefits. Begins August 24, 1992. Sand letter of application, résumé, and three letters of ascommendation by April 15, 1992 for James L. Rapport, Head, Department of Speech, Northern Michigan University, Marquette, M 49855.

COORDINATOR FOR INFORMATION TECHNOLOGY

POSITION: Coordinator for information Technology. Tenuje track faculty position, annual appointment. Starting July 1, 1992. position, annual appointment. Starting July 1, 1992.

DUTIES: Reports to the Dean of Library and Learning Resources. Coordinates maintenance, upgrades and/or system replacement of Library's LS/2000 automation system. Supports the library's microcomputer-based applications. Supervises the installation and maintenance of CD-ROM LAN. Provides technical expertise in telecommunications and networking. Participates in policy and operational decisions on all aspects of library automation, electronic information delivery and office automation. Provides leadership in further enhancing library services through innovative use of available technology. Performs special project assignments and other related duties as appropriate.

Other related duties as appropriate.

QUALIFICATIONS: ALA accredited MLS or MS in information technology required. Second master's degree and/or Ph.D. preferred. Professional experience in the maintenance of integrated library automation system. Expertise in microcomputer-based applications, telecommunications and networking. Familiarity with application of information technology in library services. Good interpersonal, organizational and analytical skills. Good oral and written communication skills.

MINIMUM RANK AND SALARY: Assistant Professor. \$28,000. Competitive. Depending on qualifications and experience.

BENEFITS: 22 paid vacation days. 12 days of sick leave accumulative. 9 1/2 paid holidays. Choice of group medical and dental insurance. State retirement benefits.

ment benefits.

THE EINVERSITY and LIBRARY AND LEARNING RESOURCES: UWWhilewater offers baccalaureate degrees in 60 fields and graduate degrees in select areas. It is located 45 miles from Madison, 50 miles from
Milwaukee, and 110 miles from Chicago with easy access to cultural,
educational and recreational activities. The Library and Learning Resources
serves over 600 faculty and academic staff and 10,400 students. It has a
collection of over 400,000 volumes, 5000 serial subscriptions, with a staff
of 44 FTE and about 100 student assistants.

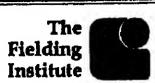
APPLICATIONS: Deadline of application: March 25, 1992. Send letter of
application, résumé, 3 current letters of reference and transcripts to

Dr. Hat-ping Shao Dean of Library and Learning Resources Harold G. Anderson Library University of Wisconsin-Whitewater Whitewater, WI 53190

UW-WHITEWATER IS AN EQUAL OPPORTUNITY EMPLOYER.







The Fielding Institute, founded in 1974, provides accredited graduate programs in Clinical Psychology and Human and Organization Development to mid-life and mid career adults. Fielding serves the growing number of well-educated professionals who demand the highest standards in graduate education and who wish to combine further study with continuation of their professional and personal responsibilities. Located in Santa Basbara, California the administrative offices serve a student body of approximately 800 and a faculty of 58.

Director of Institutional Advancement

The I leiding institute invites applications and/or normations for the position of Director of Institutional Advancement. The Director reports directly to the President and has responsibility for the planning and implementation of a comprehensive fund-raising program including annual lund, corporation and foundation grants, planned giving and capital projects.

The successful candidate must be results-oriented with an entrepreneurial spirit and the ability to handle multiple tasks simultaneously. A Bachelor's degree is required (a graduate degree is preferred), as well as at least five years' fund-raising experience, preferably in an academic setting. A proven record of accomplishment in designing and managing development programs, and budget management is essential. He or she must possess the ability to communicate offectively both in writing and verbally with a wide range of constituencies. This position involves some travel.

To apply for Director of Institutional Advancement, please submit letter of application addressing qualifications, current résurné, and the names of three current professional references to.

Director of Institutional Advancement Search Committee
The Fielding Institute
2112 Sama Barbara Street
Santa Barbara, CA 93105

Program Director

The Fielding Institute Invites applications and/or nominations for the position of Program Director of the Human & Organization Development Program. FIOI) is an interdisciplinary doctoral program in the social/behavioral sciences. We are philosophically committed to a global perspective and the promotion of harmony and social justice. We altract mid-career professionals who wish to pursue graduate education while maintaining their current location, work, and lemily responsibilities. While laculty are located throughout the U.S., Program Directors are full-time and based in Fielding's administrative headquarters in Santa Barbara.

Responsibilities include working with program chair and other program direc-tors; extensive collaboration with field faculty regarding curricular, student, and research projects; academic advising/facilitation; research training; pro-gram administration; and admissions. Qualifications include an earned doctorate in the social sciences or business/management/administration; supervision of doctoral research; experience with and commitment to multicultural issues; student advisoment; experience with adult students; and programming design. If you are unfamiliar with Fielding, please request an HOD brochure by calling 805-687-1099 x134.

To apply for HOD Program Director, please submit a cover letter describing the fit between your experience and the qualifications outlined above, a curriculum vitae, names/addresses/phone numbers of three references, and a 2-3 page essay on a motter of great concern and/or interest to you. Please send materials to:

HOD Facully Search Committee The Fielding Institute 2112 Santa Barbara Street Santa Barbara, CA 93105

The Fielding institute, an equal opportunity and affirmative action employer, is committed to cultural diversity and encourages applications from women and



GONZAGA UNIVERSITY

COORDINATOR FOR RESIDENCE LIFE

Under the supervision of the Associate Dean of Students, the Coordinator shares in it in initiation of campus-vide student development; servet as a Dean of Students' central staff member; assists in matters related to student disciplino, staff selection, training and development; ment, residence hall programming, and hall governance activities; hires, supervises, trains, and develops 40 residence hall staff, assists in coordinating campus activities; trains, and develops 40 residence hall staff, assists in coordinating campus activities; coordinator staff or the Residence Hall Congress; handles rigidly crisis Intervention activities; coordinator solutions are solved in the Residence Hall Congress; handles of student download student develop the social, enrollonal, spiritual, intellectual, and physical needs of student download student residents, and provides direct service to students in all aspects of student download student residents, and provides direct service to students and all aspects of student download student downloa

Concaga is a jesuit, Catholic university founded in 1887 and located in Spokane, Washington, II enrolls 4,000 students in seven schools. APPLICATION PROCEDURE: Call the Conzaga University employment [OBLINE 124-hour recording) at (509) 484-6016 to request application packets submit completed application with felter and references by 4/10/92.

fervironmental Sciences Assistant Professor. The Department of Biological and Environmental Science Assistant Professor. The Department of Biological and Environmental Science in this special of the Science of the partment of the Science of the person elected. The Association and the assistant position in Biological and emphasizes in the assistant position in the Science of the person elected. The Association will be produced the Science of the person elected. The Association and Position of the Science of the person elected. The Association and Position of the Science of the person elected. The Association and Position of the Science of the person elected. The Association and Position of the Science of the person elected. The Association of the Position of the Science of the person elected. The Association of the Position of the Science of the person elected. The Association of the Position of the Science of the person elected. The Association of the Position of the Science of the person elected. The Association of the Position of the Posit

Executive Director/Legal Education Nominations and applications are invited for the position of Executive Director of the Association of American Law Schools, an association consisting of 158 member law schools, with offices in Washington, D.C. This position requires substantial experi-

Exercise Science: Assistant Professor in Baercise Science with posearch specialization in Exercise Psychology or Exercise Physiology, Pull-flue, tenuer tack, academic-year auponiment beginning September, 1992. Qualifications: Ph.D. or quilvalent. Post-doctoral experience preferred. Responsibilities; Ferform extrauralight-inded research lavolving graduate students. Toach in (1) the rospective area of expertise and (2) either in Research, Methods/Measurement Theory or Biomechanics. Advise understudiate and graduate Exercise Science students. Serve on appro-



UNIVERSITY OF ILLINOIS AT URBANA - CHAMPAIGN

Associate Director of Housing-Residential Life

The Associate Director is responsible for planning, managing, and coordinating the total Residential Life reperation of Housing Division which involves comprehensive responsibilities for student housing, including undergraduate and graduate student housing, family housing, food service, conference services, maintenance and custodial services. The Associate Director assumes leadership in coordinating program development with other departments in the Division of Student Attairs. The Housing Division provides facilities for nearly 11,000 students, has a full-time staff approximating 700, and has an operating budget in excess of 40 million dollars. The Housing Division is a completely self-supporting auxiliary enterprise.

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Ph.D. degree in Student Personnel, Higher Education or other related field preferred. A Master's degree in the same or other related area is

- required as a minimum.

 Seven years of administrative experience at a significant level of authority and responsibility in a college housing program at a major residential
- A proven track record as an effective leader and trainer, demonstrating good communication and analytical skills.

 A demonstrated respect for, and understanding of, college students.

Starting Date: Regular, full-time position is presently open; beginning date is negotiable.

Starting Salary: Competitive. Application Deadline: April 3, 1992. (This is an extended deadline.)

Send letter of application, résumé, and three letters of reference to: Thomas Seals, Chait to George Sholfner Director of Housing 200 Clark Hall 1203 South Fourth Street Champalgn, Whols 61820 (217) 333-0611 Fax (217) 244-0394

The University of Illinois is an Affirmative Action,



OKLAHOMA STATE UNIVERSITY

Director of Athletic Academic Services

RESPONSIBILITIES: Oversee ecademic support services for all student-athietas. Services include scademic courselling, enrollment assetance and monitoring butorial program, atudy hell, student stills enhancement, academic progress monitoring and orientation for new student-athietas. Supervise three full-time courselors Maintain close lesson with OSU coaching staff, academic Instructors, University Academic Services, and other academic support erress. Administrative athietic courseling budget. Service on Athietic Director's administrative cabinet. QUALIFICATIONE, Mester's degree required, doctorel degree preferred in appropriate area of specialization. Minimum of three years' experience in university love teaching, accdentic advisement or athletic administration. Candidates should pose assa strong leadership and communications skills and have a good knowledge of NCAA eligibility rules.

APPLICATIONS: Send letter of application and résumé with three references to:

Or. Norman Durham, Chair, Bearch Committee for Director, Athleto Academie Barvices Oxidenona State University 101 Whitehurst Hell Stillweter, DK 74078-0004

in order to receive full consideration, application materials should be submitted by Friday, March 27, 1982. SUCCESSFUL APPLICANT MUST COMPLY WITH IRCA, OKLAHOMA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOY-ER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

priate academic committees. Salary: Company and the committees and experience. Application: Send letter of application. Current curriculum vitae, three repetits of current research, and names, addresses, and phone numbers of four references to: Dr. R. B. Armstrons, Exercise Science Search Committee, Flysical Education Building, University of Ceorgia, Athens, Georgia 30602. Deadline: Applications accepted through March 20, 1992 are assured of consideration. An Alturnative Action, Equal Opportunity Employer.

EEO/AA employer,

Facilities Managements Iowa State University invites applications for Coordinator of Facilities inventory and Studies. This position directs utilization atudies and develops recommendations for improved space use. Administers the facility inventory database development, maintenance and applications. Maintains accuracy of information through regular contact with each departmental and; coordinates all departmental space utilization studies, recommends space reallocation based on sudit results coordinate raview and development of space studies and space utilization studies, recommends space reallocation based on studies or recommended of information of suday departments space and meets with departments to interpret audit results and recommend space reallocations based on results; sastists to long renge planning of space impagement and elastroom scheduling policy questions. Qualif-

one degree in Home Economics. Ruply 10
Dan Liesner, Southwest District Department Head, Box JAB, New Mexico State
University, Las Cruces, New Mexico
S8003; Telephons 301-46-1541. Deadling
the Properties of application, returnet, upolicals
transcritet, names, addresses and phone
umphors of three references; March 30,
1992. New Mexico State University is an
BEO/AA amployor.

Facilities Management lows State University is an
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Facilities Management lows State University is an
BEO/AA amployor,

Facilities Inventory and Studies. The postilon directs utilization at sudies and developrecommendations for improved scace use.

Administration from a profession and administration from the posttien directs utilization at sudies.

Administration from a profession and administration from the posttien directs utilization at sudies.

Administration from a profession and professi

Family Studies: In addition to a previously advertised position, the Department of Child and Family Studies, University of Wisconsin-Medison, Invites applications for an anticipated tenure-track Assistant Professor position starting January, 1993. Candidates should have active rosearch associated in the area of family audies. Research focus to spen, but we are particular. Fashlon Merchandiking; Columbia College is secting a candidate to fill a une-year position to teach Fashion Merchandising courses, including retailing, buying, apparel evaluation and fashion merchandising and control beginning August 21, 1992. The College, established in 1851, is a private:



NATIONAL TECHNOLOGY TRANSFER CENTER WHEELING JESUIT COLLEGE

Immediate Opening: Associate Director of Education

Position Description: Responsible for working with the Director and staff in the design, development, implementation and assessment of a national technology transfer education program and training for the enhancement and improvement of the transfer of research from Pederal Research Laboratories and other research programs to the private sector. Assist in the development of undergraduus and graduate programs in technology transfer.

Qualifications: Doctoral degree with specialization in engineering of technology education. Teaching and research experience at the university level. Background and experience in curriculum design and development in originating and/or technology aducation. Minimum of three years business and/or industrial experience including responsibility for the design, development and delivery of education programs. Successful record of research and project grad development and administration.

Salary: Commensurate with background and experience

Application Procedure: Submission of letter of application, three letters of recommendation, undergraduate and graduate school transcripts, and curriculum vitae together with related atticles of publications concerning technology transfer and technology and/or engineering education. Send application to:

Director of Education and Training Attention: Shanthi Himalaya National Technology Transfer Center Wheeling Jesuit College 316 Washington Avenue Wheeling, West Virginia 26003. Closing date for application April 17, 1992, Affirmative Action/Equal Opportunity Employer



Director of Computing & Information Systems

MAJOR RESPONSIBILITIES: Management responsibility for central computing services on the Oktahoma State University campus, the development of campus wide information systems, and coordination of computing activity for the campus wide information systems, and coordination of computing activity for the campus CAIS has 82 FTE technical and professional staff under the supervision of broger than 10 for the supervision of the professional staff under the supervision of the supe

Responsible for the management, fiscal planning, supervision, and coordinates of the Administrative Systems Development and the University Computer Cents through the respective departmental directors.

Reaponsible for the development of short-term goals and long-range planning for academic and administrative computing, electronic communications, and networkloss

working.

Ealabilish and maintain policies and lacilities that will provide computing and information services responsive to campus needs for instructional program, faculty and sudent research, management information, and administrative and linancial systems. Reports to the ProvostVice President for Academic Affairs.

QUALIFICATIONS: Extensive and proven experience in managing a comparable information technology operation at a large ecademic institution. Demonstrated information technology operation at a large ecademic institution, comparable experience in utilization of technology to improve administrative data brieds aton, support and analysis; innovations in instructional computing, and technical support for state-of-the-art research activities. A strong educational background, with an appropriate advanced degree (M.S. or higher) required. Salary is commensurate with qualifications and experience.

APPLICATIONS: Send letter of application and résumé with three references to St. Send letter of application and resume with Dr. Charles Bacon, Chall, Search Committee for Director, Computing and Information Systems Office of Academic Affairs 101 Whitehurat Hall, Oktahoma State University Stillwater, OK 74078-0004

In order to receive full consideration, application materials should be submitted by Friday, Merch 27, 1992. OKLAHOMA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY, WOMEN & MINORITIES ARE ENCOURAGED TO APPLY.

Food Yachnology/Extension: New Mexico State University Cooperative Extension Service—Extension Associate as Food Technology Specialist, for Rural Agricultural Improvement and Public Affairs Project—Nurthern Extension District office. Albuquerque, New Mexico M.S. degree required, Major emphasis in food technology or related held preferred. Responsible for disseminating information to all agents of food processing information to all agents of food processing information to all agents of food processing information to all agents of some processing, packaging and stories of vanious commodities produced in Northern New Mexico. Send letter of application, including resume or vita, unofficial transcripts, and names of three references to Andy Nunez. Protect Director. NMSU, Bot 3AE, Las Croces, New Mexico 65001; 1505646-1644. Deadine for applications:

UNIVERSITY

AUBURN

Physical Education Activities Instructor. Pive year appointment: non-lenue track. Phasier's degree in physical education and teaching experience required. Must be admitted to Aubum University's doctoral program. Opportunity to teach and complete doctoral degree. Teach undergraduate courses from among the following areas: individual and dual aports, team sports, gymnastics, aqualics, dance, coaching-send teler of application with statement of professional goals, vita and three letters of reference to Search Coordinator, Department of Health and Human Ferformance, 2050 Eaves-Hemorial Colliseum, Aubum University, Al. 38849-3373. Dead-tine for applications is Piay 15, 1992. Starting date is September 16, 1992. Aubum University is an Affirmative Action. Equal Opportunity Employer. Minorities and women are encouraged to apply.

DUKE UNIVERSITY THE DIVINITY SCHOOL

History of Christianity in America

Duke University Divinity School seeks to appoint a faculty member in the field of History of Christianity in America. Full-time teaching experience as a faculty member and substantial completed scholarly publication is required. Rank, salary and tenure are dependent on experience and qualifications. Nominations and applications should be sent to Mrs. Clara Godwin, Office of the Deau, The Divinity School, Duke University, Durham, North Catollina 2770b. Duke University is an equal opportunity entitloyer.

Associate Director of Development for Athletics



This position reports directly to the fixecutive Director of the Kent State University Foundation and University Development and has a direct relationship with the Director of Intercollegiate Addetics. This person will; plan, direct, and manage the athletic fundraising programs including the cultivation and solicitation of contributions in support of athletic programs, from almoni, friends, corporations and foundations, based on priorities established by the Director of Intercollegiate Athletics in conjunction with the Executive Director of the Kem State University Foundation & University Development. Serves as the Executive Director of the Blue & Gold Club, the official fundraising organization for Intercollegiate Athletics, Candidates should possess appropriate degrees, have progressively more responsible fundrasing experience in higher education, preferably in Intercollegiate Addletics, and have demonstrated success in securing major gifts from individuals, corporations and foundations. This position requires strong communication and interpersonal skills with substantial experience in both writing and presenting

Kent State University, the third largest State University system in Ohio, is a National Collegiate Athletic Association Division Unistitution (playing I-A football), a member of the Mid-American Conference, and a member in the prestigious Central Collegiate Hockey Association. Offering 10 metrs varsity sports and 8 womens varsity sports, total enrollment is approximately 33,000 students with programs ranging from associate degrees in seven regional campuses to baccalaureate, musters, and doctoral degrees on the Kent

Salary will be commensurate with experience with an excellent fringe benefits package. Submit letter of application with current resource and three letters of reference by March 27, 1942 to.

> Charles L. Salomon Executive Director Kent State University Foundation & University Development P.O. Box 5190 Kent State University Kent, Ohio 44242

> > In Found Opportunate Springers, Americaghing

Rollins College Winter Park, Florida

ASSOCIATE DIRECTOR OF **ADMISSIONS**

BULLETIN BOARD: Positions available

McNeese State University

Lake Charles, Louislana

DIRECTOR, ENVIRONMENTAL RESEARCH CENTER & SPILL REMEDIATION RESEARCH CONSORTIUM

McNeese State University invites applications for the position of Director, Environmental Research Center and the Split Remediation Research Consor-tum. The opening will be effective July 1, 1992. The Director will report to the Dean, Graduate School and Research Services. Duties will include administer-pean, Graduate School and Research programs; action as listen between

Dean, Graduate School and Research Services. Duries will include administer-ng, developing, and reviewing research programs; acting as liaison between the university and state and national funding sources; and stimulating devel-

• An earned doctorate and academic achievement that merits faculty ap-

polyment at a senior rank.

• Experience as an environmental research director or senior researcher.

• Experience as an environment procurement and management.

Experience as an environmental research director or senior researcher.
 Experience in grant/contract procurement and management
 An established administrative record reflecting organizational skills.
 Ability to monitor and maintain institutional & governmental regulations.
 Good communication and public relations skills.

salay for the position will be commensurate with qualifications and experience and will be state (hard money) based.

• Research and publication in the area of hazardous substance spill remedi-

• Contacts or membership in organizations with such interests.
University and Location: A regional state university offering a full range of bacalaureate and graduate programs. McNeese State currently has enrolled 7,500 FE students. 1,100 of whom are gradate students. The university is located in Lake Charles, a seaport city of approximately 75,000 in scenic Southwest Louislana. The area has strong farming, fishing, timber, and petrohemical industries. Recreation includes water sports, hunting, fishing, cajun folk music and festivals, community theatres, and symphomy orchestra.

Applications: A letter of application, vita, and the names, addresses, and telephone numbers of at least five references should be sent to:

Dr. Thomas G. Wheeler, Dean

Graduate School and Research Services P. O. Hox 90655, McNeese Station Lake Charles, LA 70609-0655

Applications will be accepted until the position is filled.

An Alfirmative Action, Equal Opportunity Institution

Contacts or membership in organizations with such interests.

following a split or release of hazardous

me unwersity and submission of grant proposals and procurement of grants.

Qualifications for the position include:

Preferred qualifications include:

lollins College, a private four-year liberal arts college, is seeking nominations and applications for the position of Associate Director of Admissions Rollins is a highly selective stitution cited annually as one of the best regional colleges in he South. The Associate Director of Admissions is a sentor position and reports to the Dean of Admissions and Student Financial Planning.

The Associate Director of Admissions supervises major office unctions including operations staff development and performance, office systems, budget expenditures, publica-tion design and mailings, office interview schedules and sudent ambassador selection and utilization.

Qualifications include a B.A. degree, M.A. preferred, 3-5 years idmissions experience with supervisory responsibility, an understanding of information systems and the capacity to analyze and evaluate data, excellent communication and organiza-tional skills, and the ability to work effectively with prospective students and parents. Some travel may be require

Weoffer a competitive salary and excellent benefits including full fultion remission for qualified employees and dependents. Interested candidates should submit a resume including three professional references, and salary history by April 5, 1992, to: Manager, Employment, Training & Development, ROLLINS COLLEGE, 1000 Holt Avenue - 2718, Winter Park, FL 32789.

Rollins College assures equal employment opportunity through a continuing and effective allir mative action program. Minurities and women are encouraged to apply. Rollins College maintains a non-smoking campus.



The Claremont Graduate School Peter F. Drucker

Graduate Management Center DEVELOPMENT OFFICER

The Claremoni Graduate School is seeking an experienced development professional to serve as development officer for the Peter F. Drucker Graduate Management Center.

The position is responsible for creating and executing a development plan for all source areas, serving the Board of Visitors, Alumni Council and other support groups. As a member of the development staff (earn, will coordi-nate prospects and strategies with other development officers. The successful candidate will have five or more years of progressively responsible positions in development with a demonstrated record of goal

The Claremont Graduate School is a member of The Claremont Colleges.

The Claremoni Colleges l'ersonnel Services 150 E. Bih Street Claremont, CA 91711 FOE/AA M/F

...... position in French, bealuning September, 1992. Ph.D. in French or Foreign Language Education with interest in finguistics expertise in pedagonical and foreign law magage equisition theories, recercive to new ideas and innovative attachers, willian to work with faculty and students to improve the department offerings. Previous teaching experience, preferably with Mexican-American students. Candidate should be dedicated to excellence in teaching, scholarly research, and have a strong commitment to high exademic and professional standards both in and out of the classroom. Salary to \$28,137 for rine morths, Send application together with vita and reference letters to Dr. Lino Garcis, Ir., Chair, Department of Modern Languages and Literatures; The University of Texas-Pan American; 201 West University Drives; Editures, Estatement Insulated particular to the strength of the control of the classroom. Foreign Languages/Spanish: Academic year resistion available September 1993, at Darton College, a two-year unit of the University System of Georgia. Requires muster's degree and 27 quarter or 18 somester bours at the graduate level in Spanish with a complete the Complete that must praduate the complete that must be completed to the complete that the complet

courses, conducting research and consultance in these areas, and preparing and consultance in Search Committee, Communication Department, Chepman University (1992), AAEOR.

Chance: Assistant Professor, Position Number 33121. College of Business Advances and Institution; full-time, tenure-time to be in January 1, 1993, or possibly unit, 1992, if funding is swallable. Dufferd course, with preference for candition in the same of Business, Mississipp 39307. Deadline, the begin January 1, 1993, or possibly unit, 1992, if funding is swallable. Dufferd course with preference for candition in the same of Business, Mississipp 39307. Deadline, the heart of professions in the Assisplace and demonstrated completences. Submit letter of profession, vita, official transcripts, and three letters of recommendation profess, planning and development; completely profession and institutions; full-time, tenure-time to begin January 1, 1993, or possibly unit, 1992, if funding is swallable. Duffeed courses in the Assisplace and of the same of Business, Mississipp 39307. Deadline, which interests in the Assisplace in the Assisplace and the morphism of Business, Mississipp 39307. Deadline, which interests in the Assisplace i burg, team the leasure track position in the Department of Porein Languages at Praise College, Candidates should have mearned doctorale and a commitment to teaching. Assistant Professor rank to begin late August 1992. Teaching responsibilities begind charactering charactering to the professor and adjustication of the professor and the professor application incitorists and qualifications, plus statements reflecting applications, plus statements reflecting applicant's commitment to the two-year community college; names, addresses, and rephone numbers of three current references; and unofficial transcripts of all college work. Rank and salary commansurate with education and experience. Official transcripts required before employment, Contact: Personnel Office, Darton College, 2400 (fillosville Road, Albany, Georgia 31707, AA/EOE.

in western South Calouss.

French Assistant Professor, terrure-track, Pali 1992. Ph.D. required. To teach undergraduate leaguage and literature courses. Scholarship essential for promotion and sense, Sainty commensurate with qualifications and experience. Send dossier and 3 leiters of recommendation by March 31, 1992 to J. K. Gardner, Head, Department of Portland Languages. Berry College, Rome, Georgia 30149. EOE. French: Assistani Professor, tenure-track. Ph.D. in hand, publications, competence in comparative literature and contemporary critical theory, proven excellence in teaching, pear-native to native fluency. Women and minorities are encouraged to apply-padline: March 20, 1992. Letter of application and curriculum vitae to Apdrew Suozzo, Chairi Modern Languages; De-Paul University: 872 West Bulden Avenue; Chicago, Illimois 60614-3214. Geography/Earth Science: Tentire I rack fur-ity position available August 19, 1992, Re-sponsibilities include developing and teach-ing courses in secoraphy and earth acleace. Master's degree required, doctorate pre-ferred. Teaching experience desired. Cau-didates able to isach acleace methods or satist with the operation of a planetarium

French: #F91/92-49-Assistant Professor of French: Tenure-track assistant professor

ASSISTANT DIRECTOR **DENISON UNIVERSITY** GRANVILLE, OHIO

Denison University, a selective independent, coeducational college of liberal arts and sciences with 1900 students, has an opening beginning July 1, 1992 for a person whose major responsibility will be multicultural recruitment. Title and salary dependent upon experi-

Denison University, which this year celebrated the 12th anniversary of its General Educational requirement in Women's Studies and Black Studies, is aggressively seeking to increase the enrollment of traditionally underrepresented ethnic groups.

tionally underrepresented ethnic groups.

Qualified candidates should have 3-5 years' experience in admissions or equivalent in sales, business or education. Experience in a selective liberal arts college strongly preferred.

This position has responsibilities typical to the admission profession such as: recruitment of multicultural students, as well as having reaponsibility for geographical recruiting of all students, visiting secondary schools for several weeks, implementing letemarketing and on-compus visit programs, interviewing and reading applicant files.

Review of applications will begin immediately and continue until the position is filled. BAVD3 required, MMMS preferred. Excellent organizational, interpersonal communication skills required. Nominations, questions, and applications, including letter, resume and names of three references, should be directed to:

William W. Dennetl Dean of Admissions and Financial Aid Denison University, Box H Onanville, Olf 45023 Toll-free: 1-800-DENISON or 614-587-6627

Consideration of candidates will begin May 4 and continue until the position is filled. DEMISON UNIVERSITY IS AN EQUAL OPPORTUNITY.
AFFIRMATIVE ACTION EMPLOYER
WOMEN AND MINORITIES ARE ENCOURAGED TO AFFLY

include clementary, intermediate, and as-vanced courses. Send letter of interest and redenish to: Dr., James W. Oestrys, Vice-President and Dean of the College. P. O. Box 248, Due West, South Carolina 2959. Erakisa College is a small four-year, church-rebated, liberal arts college located in western South Carolina. consideration. VCSU is an ACCE-EC.

Graphic Designt Senior Graphic Designer.
New Mexico State University seeks experienced graphic designer. Bacticlor's degree in graphic design or equivalent degree and one to two years' experiences required; preference will be given for Macintosh experience. Resumés (include Macintosh experience), references, salary requirements, sides/samples to Graphic Designer Saarch, Information Services, Box 30001, Department 3K, (Room 183, Miltos Hall), NMSU, Las Cruces, New Mexico 35003 by April 13, 1992; 50/646-1607. EED/AA.

Greek lifet The University of South Dakota is accepting applications for our Greek Advisor position. The Greek Advisor is a member of the central Rasidectial Life supervisory team, and reports directly to the Director of Residential Life. Responsibilition: direct all aspects of a 14 chapter Greek life program; supervise a graduate

may receive additional consideration. Submile applications to Roger Rand, Chairman, Division of Mulbernatics, Science and Division (Mulbernatics, Science and Technology, Valley City Sate University, City, North Dakota 58072; telephone (701) 845-7452. Applications complete with resumes, transcripts of underspice with resumes, activation, and teast three letters of reference automated by the referred or the phecoment office directly to the Division Chairman must be received

AAFOE.

Newada School of Medicine is tooking for an Education Coordinator in Elica, Newada. This education coordinator in Elica, Newada. This education cross managed is to responsible for assessing, riannans, implementing, and evaluating numer coolinums education needs of health care professionals in rural/romier Northern Newada. Full-time professional position requesting overnight insvel and basible schedule. Minimum of baccaloureals degree in nursing or comparable clinical health related field with two years' experience required. Position will remain open until filled. Sent curriculum vitus and nameladdresshele-phone number of three references to Ceraid Ackerman, Director, Northassicen Newada Area Health Education Coater, 901 Elin Street, Elico, Newada 89801. AA/ROE.



NEW HAMPSHIRE

COLLEGE

Affairs and works closely with other student affairs units, central administration and academic units to determine recruiment goals and strategies for freshman and transfer students.

The Director must demonstrate:

A documented track record in designing, executing, and monitoring a state-of-the-art recruitment system or related

Strong interpersonal communication (verbal and written) and team-building skills.

team-building skills.

A knowledge of demographics and enrollment trends,

Experience with budget and personnel matters.

An administrative ability to manage comptex operations.

A willingness to use innovative and creative approaches.

An ability to work with secondary school and non-traditional

students, parents, staff, faculty, and alumni in articulating the college's mission to prospective students,

Candidates must have a minimum of a Master's degree, five

years of admissions experience or similar marketing experience is required. Experience in a computer systems environment is desirable. Candidates must be highly energetic, enthusiasity persons who are seeking a challenge.

Salary based on experience and qualifications. Excellent benefit

Candidates must submit a letter of application, resume, and the names, addresses, and telephone numbers of three references to: Director of Human Resources. Review of application materials will begin on March 17, 1992, and will continue until a suitable

New Hampshire College 2500 No. River Road

INTERNATIONAL HEALTH CENTER

PROGRAM COORDINATOR

Emory University School of Public Health

CENTER FOR INTERNATIONAL HEALTH

The Emory University School of Public Health in Atlanta, Georgic saeks a person for a faculty position at the level of Associate to develop information managament systems, assist with development of new programs in the Center for International Health and assist with centers.

establishing cooperative programs in international health with centers outside the SPH. This person will also assist faculty with the development and administration of projects in the Center for international

Specific requirements for the position are: 1) a Master's degree in a related field; 2) experience in developing computer based information management systems and 3) proven management and leadership qualities.

The position is immediately available, interested applicants should submit a curriculum vitne, publication list and names of at least three referees when we may contact. Selections will begin on April 30, 1882. Send applications to Dr. Glen Maberly, Director of the Center for International Health, at the following address:

Emory University Bohool of Public Health

Center for International Health 1589 Clifton Road, NE Atlanta, Georgia 30329

Emory University is an equal opportunity, affirmative action advestor and amployer, Applications from women and minorities are particularly

Manchester, NH 03106-1045 EOE/AA

marketing plan.

al Sarasola /

of South Florida New College

DIRECTOR OF STUDENT AFFAIRS

DSF at Sarasota seeks applications and nonmations for the prea-tion of Director of Student Atlants. The Director serves two distinctive academic units. New College and the University Program. New College is a highly selective, nationally recognized residential liberal arts college with 520 students and 50 facility. The college's moneyative academic contract conficulum emphasizes student responsibility, miliative, and close work with faculty. New College affracts students who take pride in their independence in social and intellectual file. USF's University Program brings nationally accredited professional education to residents of a growing, economically diversitying region through junior, senior and graduate concess in arts and sciences, business, engineering, and relication. Over 1,400 area residents are University Program students.

The Director reports to the Dean and CCO of the Compus and leads a staff of professionals who oversee housing and fixed service, student activities, tinancial and, personal counseling, health services, career connecting, and recreation. The successful candidate will be a forceful advocate for student needs, skillful or developing and using staff talents, and experienced in organizational management, with a career history of expanding professional responsibility. The position requires a high fevel of bands on involvement with constituents, who in fucle residential and commuting students, student government officers, and faculty. As a result, mon-standard work hours can be anticipated. Master's in related professional of specially required, plus six years' esperience in student personnel-related activities. Ductmate desirable. Competitive salary and ben-

To apply, submit resemé, current salary or salary needs, three reference letters, and cover letter to James Leeney, Chair, Student Aflars Sourch Committee, Parkyrew Hoose, USF at Satasota/New Cullege, Sarasota, 11. 34243-2197. In your letter, cite the professignal training, research, and literature that have been most valuable to you and the approaches or philosophy you find useful in dealing with diverse issues and competing interests in student af-fairs. Please highlight your programmatic and/or organizational ac-

Representatives will be at NASPA Circinnati '92 Career Services. March 29-11, to neet with candidates and potential candidates.

Application/Nomination Deadline: April 10, 1992 The search and selection process will be conducted in accortance with provisions of the Government in the Sunshine laws of the State of Florida. Documents related to the search will be available for public inspection. USF is an Equal Opportunity, Affirma-

The University of Tennessee, Knoxville PROGRAM ADVISOR PANHELLENIC AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Panhellenic Affairs.

Qualifications: Master's Degree preferred. Demonstrated experience in panhellenic affairs, either as advisor or national sorority representative. Starting Date: July 1, 1992.

Salaryi Commensurate with education and experience. To qualify as a candidate for the position, a resume and list of three references should be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is filled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer. *****

Library: Social Sciences Bibliographet and Aralstam Chair. Smaihers Library. University of Florida. Responsibilities: administers, coordinates and provides leadership for the social sciences collection development and management operations of George A. Smathers Libraries and has primary responsibility for developins and managing a specific social sciences collection. Analyzes University secolal sciences collection. Analyzes University secolal sciences collection. Analyzes University secolal sciences collection analyzes university of Florida. Gainasyille, Florida 3261. An AA/EOR Employer.

Bibrary suprout of the research and instructional program. Assigns, trains, monitors, and evaluates needs and priorities, and develops to the social sciences collection management policies and programs; und colloborates with fibrary staff to develop rubble and technical service support for item. Participates in the library wide collection management spoiles and technical service support for item. Participates in the library wide collection management spoiles and programs; responsibilities of the principal service in the library spublications and fand-raising programs. Required: ALA-accredited MLS, advanced deurse, preferably in a research library spublic service units; slandificant professional accomplishment relevant to the responsibilities of the position; excellent because the position; excellent

study, and evidence of ongoing professional development through university service, conflicting education and participation in professional organizations also destrable, benchits: Partially paid health and dental insurance, TIAA-CREF. Reduced tuttions, 25 days vacation and senerous professional development time, sick and holiday leave, acadomic leave possible after three years of employment. Additional frings benefits. Salary; 30,000 plus depending on qualifications; March 31, 1992. Sabrath letter of applications; March 31, 1992. Sabrath letter of applications; frigume and manues, addresses and telephone numbers of three testices and/or Piacement Bureau address the candidate's abdity to meet started and the state of the started and the star



Occidental College, a small, private, liberal arts college committed to multi-cultural education seeks applications for:

DIRECTOR OF STUDENT ACTIVITIES Responsibilities include: advising student government, planning and implementing new student orientation programs, campus leadership programming, supervision of 2 assistant directors with responsibilities for clubs and organizations and the Volunteer Programs Center, niembership un planning committee for construction of a new student center, reporting to Dean of Students, Qualifications: MA and 4-6 years' progressive experience including advising student organizations, extensive programming, staff supervision, and budget management.

ASSISTANT DIRECTOR OF STUDENT ACTIVITIES

Responsibilities include: feadership development, advising over 80 clubs and organizations, including 7 Greek organizations, advising campus programming locald, coordinating event management policies and procedures, organizing altohol education. Assists Director with orientation and other special events. Qualifications: M.A. and 1-3 years' experience advising stu-dent organizations. Knowledge of Greek life and event management con-

To apply for the above positions, submit resume and letter of application stating an understanding of the liberal arts, the needs of minority students in a majority setting, and the applicant's qualifications in meeting those needs, include philosophy of co-curricular involvement. Two reference letters must be received by the deadline date along with complete contact information for

Cathy kramer Associate Dean/Search Chair Occidental Cullege 1600 Campus Ruad Los Angeles, CA 90041

Dearline to apply: April 3, 1992. Representatives available at ACPA and NASPA. Preconference applications encouraged.

OCCIDENTAL COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND MINORITIES ENCOURAGED TO APPLY

ROGER WILLIAMS COLLEGE

HALL DIRECTOR (A Job With A View)

Are you looking for a Hall Director Position that is a cut above the rest? Do all the jobs look the same? What makes our position different? As an RWC Hall Director, you would:

Work collaboratively with central staff on all projects, Experience a small college environment where you

Experience a small college environment where you can make an impact on students' lives, Enjoy the flexibility to implement your own ideas with a piethora of financial, material, computer, and human resources, Learn to challenge the creativity within yourself, Strive to bring an understanding of diversity and multiculturalism to our campus.

Oh, and the view? Roger Williams College is a four-year, private college overlooking Mount Hope Bay, 60 miles south of Boston, 20 minutes from Newport, Rhode Island, and three hours northeast of NYC.

Send cover letter and résumé for a complete job description to: Hall Director Search, Student Life Office, Roger Williams College, Old Ferry Road, Bristol, RI 02809, Position open until filled. Priority given to applications received before March 13. Salary and benefits very competitive. Starting date july 1, 1992, interviews will be conducted at ACPA convention. An Equal Opportunity Employer,

DIRECTOR OF BUDGET

Montgomery College, a multi-campus, community college located in Montgomery County, Maryland, its metropolitan Washington, D.C., is seeking experienced applications for the position of Director of Budget. Reporting to the Director of Finance, this position will be responsible for preparing, analyzing, vertifying, and distributing the College's annual operating budget of approximately \$75 million.

This position requires a Bechelor's degree in Accounting or Business Administration and 5 years' managerial experience in a Budget Office, with experience in an educational setting highly desirable. An MBA and CPA are preferred. The successful candidate should have proven experience in developing a budget in a large (over \$20 million in revenue) oxpanization, and possess appropriate computer skills to include experience working with a large on-line budget system. Must also have experience in working with diverse groups and managing people. The full salary range is \$45,115-\$67,662/year, with a starting salary falling within the first half of the range, depending on credentials. Excellent frings benefits.

Interested applicants must contact the Office of Human Resources at (301) 279-5373 to obtain an application for vacancy \$1041. Applications must be received by 5 p.m. on March 30, 1992,

An EO/AA/Title IX Employer Minarities and women are encouraged to apply.

Library: The University of Utah. Head of Circulation. Responsible for management and leadership of the Circulation Division, which includes 14 full-lime and 65 part-time staff; hiring, training and supervision of staff; development and implementation of new directions and policies related to circulation services; participation with Asalstan Director and other Public Services Division Heads in planning for and carrying out policies and activities related to public services iforary-wide. Incumbent may become in-

cies and activities related to public services florary-wide, facumbent may become involved in other library activities such as instruction and collection development. Required: MLS from an ALA accredited library school. Four years' standicant circulation experience. Excellent communication skills, demonstrated ability to work well with others and established commisment to quality public service. Preferred: Demonstrated successful supervisory/mansacement skills, knowledge of NOTIS online systems, knowledge of current library technology and automation and experience in an academic library strongly preferred. Second master's degree or other advanced attidy, evidence of ongoing professional development through university service, continuing education and participation in professional organizations also desirable. Benefits: Partially paid beath and dental instruce, TIAA-CREF. Reduced tuition, 25 days vacation and senerous professional development lines, sick and boliday leave, academic leave possible after three years of employment. Additional friage benefits. Sainy; 530,000, plus depending on qualifications and experience. Deadline for application, fleuters of applications should address the candidate's ability to meet stated qualifications), résume and names, additional, estimation and experience, to meet stated qualifications), résume and names, additional, on met stated qualifications), résume and names, ad-

cations: March 31, 1992. Submit letter of application, resume and enures, addresses and telephone numbers of three references and/or Placement Bureau address to: Kathy Ann MacDousall, 330 Marriott Library, University of Unds. Salt Lake City. Utah 84(12; (801) 585-3463; Par (801) 585-3464. The University of Utah is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

ordinator; Reports to mir chemstre reference againstance from a centralized reference againstance from a centralized reference againstance from a centralized reference against the state of collection of the collection of the collection of Technical Services and supervises 5-6 used in the sequisition of monographs and serials untuined the DRA system. Develops acquisition of monographs and serials untuined policies and cvaluates ventor september of the collection of the collect Library: Coordinator of Special Collec-tions/Assistant Reference Librarian. Major responsibilities: The position has respons-bilities in both the Special Collections and Reference Departments, Special Collec-

BULLETIN BOARD: Positions available

Saint Peter's THE JUSUIT COLLEGE OF NEW JERSEY

DIRECTOR OF DEVELOPMENT

Sain Peter's College, a Jesnit, Catholic institution with a 100 year presence in northern New Jersey in close productly to New York City, presence in northern New Jersey in close productly to New York City, nvites nominations and applications for the position of Director of Development leads and manages the development program for the College's Advancement Division. The Director is responsible for the areas of annual fund, corporate and foundation relations, major gifts, planned giving and advancement services, and deploys and trains the professional slaff assigned to these areas. The Director reports to the Vice President for Advancement and serves as member of his management and operations team.

Director shall work with staif members in each of the functional member of his management and operations team.

The Director shall work with staif members in each of the functional areas to establish stralegic plans, implementation schedules, and evaluates to establish stralegic plans, implementation schedules, and evaluates to establish stralegic plans, implementation schedules, and design enhancements as the Advancement Division procedures, and design enhancements as the Advancement Division aggressively readies for accelerated fund-raising activities. The Director of Development will lead the fund-raising team and be responsible for and take a proactive role in the identification, cultivation, selicitation, and stewardship of prospects.

The position demands demonstrated leadership abilities and skills in management and organization. Preference will be given to candidates who have a proven record of success and expertise in a broad range of development responsibilities, particularly with achievement in major do nor solicitation and/or managing a significant capital campalgn. Qualified candidates must be able to balance day-to-day operational responsibilities with the more external demands of volunteer and prospect/domin management. A deep understanding of and commitment to the Jesuit tradition in education is essential as is the willingness and ability to work in a fast-paced, results-oriented environment.

Review of applications and nominations will begin immediately and

Review of applications and nominations will begin immediately and continue until the candidate of choice is selected. Because this is a newly stablished position, it is available immediately. Nominations and applications should be sent to:

Martha Z. Stachilas
Vice President, Executive Search
Barnes & Ruche, Inc.
919 Conestoga Road
Building Three, Suite 100
Rosemont, PA 19010 FAX: (215) 527-0381

Saint Peter's College is an Equal Opportunity, Affirmative Action Employer.

DIRECTOR OF DEVELOPMENT

School of Hotel Administration

Comell University seeks a Director of Development in the School of Hotel Administration to manage the day-to-day operations of the Hotel School development office activities. I lefslie will direct and coordinate all School fund-raising activities including compaign assignments, solicitation/proposals and ongoing donor relations. The Director will establish short- and long-term objectives and goals for the School's Public Allairs programs as well as develop and support volunteer committees and tourk with key volunteer leadership. The Director is responsible for planning events, coordinating publications, arranging meetings and performing other related professional developmental work. The Director of Development reports to the Assistant Dean for Public Affairs.

Repliements: Five years of broad-based fund-raising and mar-leting activities. Experience in working with and developing vol-uniter committees. An exceptionally high level of maturity and judgment. Excellent cummunication skills. A bachelor's degree required, advanced degree preferred, intimate knowledge of school, hotel and hospitality industry.

Plesse send cover letter and two résumés to Cynthia Smith-bower, Staffing Services, Dept. A7402-G, Carnell University, 160 Day Hall, Ithaca, NY 14853-2801. Materials will be accepted until an appropriate candidate is found. We are strongly committed to th appropriate candidate is found. We are strongly continuity seel a program of equal opportunity employment and actively seel applications from women and minorities.

UNIVERSITY

reference desk assistance. Requirements:
AL-accredited MLS; one year's profeslead experience in special collections or
reference; reading knowledge of one forsign language. Il-month permanent aplousness, teamer-inck, with faculty stains and responsibility for meeting College
of Charleston requirements for promotion
and teame. Salary minimum: \$25,000. Apity with returned and names of three refertacts by May 30, 1972 to: David J. Cohen.
Deta of Libraries and Special Collections.
South Scott Small Library. 65 George
Street, College of Charleston, Charleston,
South Carolina 29424.

Illianus Libraries and Special Collections.

than Carolina 20424.

Ithan Library Cataloger, Technical Services Ilead. To manage sequisitions and catalogue skills; work in II-

tion delles include; organizing the acquisida, processing, access, and preservation
is richives, records, rare books, manucipit, maps, and prints. The special collections relate to the history of the College
of Charleston, South Carolina history, und
again listory (emphasis on ornithology).
Other disless include appervision of the College archivist and liston for collection derelevant to the academic departments.
Reference dutter include: instruction and
inference dutter include: Requirements.

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the position is filled AA/EEO Employer.

Library: University of Culifornia, Santa Cruz. Science Bibliographer. Associate Librarian on Librarian. Salary Range: \$35,052-365,140. UC Santa Cruz seaks an experienced bibliographer to lead its collection development program for the stiences, Reports to the Head of Collection Planning: develops collections in assigned natural and applied science disciplines: supervises and coordinates work of other science selectors/bibliographers. Committees and serves on the collection poincies and serves on the collection poincies may serve on the collection program and computer interature searching. Office is located in new Science Library. Participates in an active bibrary instruction program and computer interature searching. Office is located in new Science Library. Participates in an active bibrary instruction program and computer interature searching. Office is located in new Science Library. Participates in all bibrary-wide activities, including administrative committees and special projects. Challifications: Required—Gradunic development expected of chool of jibrarian-ship; gradunic level knowledge of a science divicipline; subsunnial science collection development expertence; underrunding of research needs and the organization of scholarly literature; strong commitment to

HOPE COLLEGE

HOLLAND, MICHIGAN 49423

Resident Director

Hope College Invites applications for two full-time professional Resident Director positions. Hope College, located in Holland, Michigan, is a distinguished and distinctive four-year, liberal arts, undergraduate college, affiliated with Reformed Church of America

The Resident Enrector will develop and administer a comprehensive community and student development program in a residential facility housing 250-300 students. RESPONSIBILITIES: Supervision, training, evaluation of staff, programming, in-service training, policy implementation, solety and security, counseling/referral, adjudication of disciplinary cases, leadership and community development, advisament of hall council, and those assigned by the Director of Housing and Residence Life. The Resident Director will develop and administer a comprehensive commu-

The position will also require collaborative work in other areas of student development, including, but not limited to, multicultural life, chaplain's office, health services, and special programming.

QUALIFICATIONS: Master's degree preferred in College Student Personnel, Counseling, or related field, plus residence hall experience. REMUNER-ATION: A ten-month contract, with a competitive salary, spacious apartment, meal plan and benefits. A letter of application, current resumé, and three letters of recommendation should be sent to:

Ruth A. Klungle
Assistant Director of Human Resources
Hope College
Holland, MI 49423

Application deadline is March 31, 1992. Starting date to be announced. Representative will be attending ACPA.

Hope College is an Equal Opportunity Employer.



Residence Hall Coordinators

Ten-month live-in positions. MA required in student personnel/development or related field of study. Preferred: previous experience in residence hell administration. Responsibilities include: supervision of 8-14 undergraduate staff; community development and programming in halls for 400-600 students, academic advising and counseling, and system-wide workshop development and participation, \$16,800 (ten-month) plus apartment and meals ourning the appointment period while the dining centers are open. Starting date during the appointment period while the dining centers are open. Starting date in August 3, 1992. Send letter of application, résumé, and three letters of reference or credentials to Robert A. Hartman, Associato Director of Residence/Housing, University of Northern lows, Cadar Falls, Iowa 50614-0252. Screening of applications will begin March 2. Applications will be considered until all positions are filled. Will interview at ACUHO-1 this will be considered until all positions are filled. Will interview at ACUHO-1 through and NASPA. Unit is an affirmative action, equal opportunity educator and employer. Minority persons, women, Vietnem era veterans and disabled persons are encouraged to apply. UNI employs persons who are legally authorized to work in the United States as established by the immigration Ratorm and Control Act of 1986.

THE TATNALL SCHOOL **Director of College Guidance**

Tainall School seeks an energetic, self-directed college guidance or college admissions professional to assume position on July 1, 1992.

Tainall is an independent, coed day school of 680 students, grades N-12, serving northern Delaware and nearby Pennsylvania, New Jersey, and Maryland. Upper School student body size is 235. Graduates are prepared to enter the nation's finest colleges.

Attractive salary and benefits, including tuition remission, TIAA-CREF.
Ability to teach and/or coach preferred. Send résumé, writing sample, and three references to:

Edward C. Lingenheld

public service; interest in workins with both undergraduate and graduate students; both undergraduate and graduate students; both undergraduate and graduate students; and staff in a culturally divorse dents, and staff in a culturally divorse environment. Preferred—Oraduate level environment, subject mater's degree in a science discipline; strong interpersonal and communication akilia; working knowledge of one or more modern European landard or more modern European landard or more modern environment. experience in Irabina and Supervisions Deadine: March 20, 1992. Applicants about a supervision a statement of their qualifications, a resume, and the names of four references who can comment on their qualifications. Send correspondence to: Katherine Beters, AUI. Tuniversity Library, Indiversity of California, Sants Cruz, California 70064. UCSC is an Affirmative Action, Equal Opportunity Employer.

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library: The University of Okiahoma, ilbrary: Isculty vacancy, Position; Science
Reference Librarian, Duffet; Under the
general direction of the Head of Reference,
this position provides reference and folklostamphic service in the seneral sciences (spegraphic service in the seneral sciences (specifically, anthropology, boranymicrobiodsty, meteorology, and zerology; provides
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them. Qualifications: Required:
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science discipline; strong interpose science discipline; strong interpose communication akilla; working knowledge of one present an anage; knowledge of or experiente with a major bibliographic utility, fumiliarity with NOTIS or other automated system; evidence of research or creative achievement. Screenies Date: April 15, 1992. Search will remain open until filled. Salary: \$27,000 (minimum). Benefilm: TIAACREF; State Retirement System; comprehensive medical protection; 33 days: paid leave: shortern disability leave; grosp inte insurance; University holidays. University Libraries: A member of the Research Libraries: A member of the Research Libraries: A member of the Research Libraries: but braries consists of a main library and six branches. The collection contains more than 2.2 million spulmas, 16,000 periodical subscriptions, 2 million government documents and there outstanding special collections in pistory of science, western history. The Libraries has impremented the public sceeps caladon, cataloging, sutharity control, acquisitions and circulation functions of the NOTIS system. Norman is an attractive computally with a low cost of living close to a major metrosolian circulation functions of the NOTIS system.

Cornell University is an by League institution located in the beautiful fringer Lakes Region of New York. With a diverse student body that ranks in the top 2% of high school graduating classes, strong emphasis is placed on academic achievement, facilities, strong emphasis is placed on academic achievement. It will be specified interaction, and a developmental living especiate. The Department of Residence Life is a proof pattner in this endeavor. We are looking for creative, energetic and dedicated professionals for the following positions:

RESIDENCE HALL DIRECTOR

Twelve-month live-in position. Overall administrative and pro-grammatic responsibility for a residential complex of 300 to 540 students and supervision of 8 to 14 Resident Advisors and one part-time Programming Assistant. Strong emphasis on student interaction, working with faculty, and management

Qualifications: Master's degree in College Student Personnel Administration, Counseling, Higher Education Administration or related field strongly preferred. Previous residence life and supervisory experience is preferred. Desire to work in a rolleguate atmosphere, to be actively engaged with students, faculty and other departments. Strong organizational skills and a sense of humor are essential.

Remuneration: Salary \$18,200 to \$19,510 depending on education and experience, furnished apartment and full university benefits.

RESIDENT DIRECTOR

A ten-month live-in intenship specifically designed to provide on-the-job training to a member of an under-represented group. The intern assumes all administrative, programming and supervisory responsibilities within assigned residence halls. Organize training to develop skills as a student affairs professional will be provided. A permanent appointment may be possible at the successful completion of the internship and the availability of an appropriate yearner.

Qualifications: Bachelor's degree and experience as a Resident Advisor or student leader is necessary. A degree in Pluman Services, Educational Administration, or closely related field is destrable. Interest in pursuing a coreer in student personnel or higher education administration is preserted.

Remuneration: 10-month live-in position. Salary \$15,200, furnished apartment and full university benefits.

TRAINING AND DEVELOPMENT **COORDINATOR - TENTATIVE**

COORDINATOR - TENTATIVE
In conjunction with the Associate Director for Residential Education and other staff members, the Training and Development
Coordinator is responsible for creating and coordinating the overall training for the Residential Education staff. Specific dulles
include coordination of pre-service and in-service training and
the organization of developmental experiences for professional
and paraprofessional staff as well as students in such areas as
leadership, mediation, decision making, group dynamics, community and environmental responsibility, human relations and
service. Planning and coordinating the recruitment/selection
processes for undergraduate and graduate student staff members
are another vital part of the position.

Out-life ations: Master's deuree in Student Personnel, Higher Ed-

Qualifications: Master's degree in Student Personnel, Higher Education Administration, Human Services or related fields required. Supervisory, training development/delivery and program management experience necessary.

Remuneration: Live-out, full-time, twelve-month appointment.
Competitive salaries based upon education and experience,
TIAA-CREF, health plan and professional development opportu-

TO APPLY for any of the above positions, submit a letter of interest, two resumes and the names and telephone numbers of three references including current supervisor to: Cynthia Smithbower, Staffing Services, Dept. RS-G, 160 Day Hall, Cornell University, NY 14953-2801. Please apply prior to April 15 to receive full consideration. AA/EOE. We will be interviewing selected candidates at ACPA, NASPA and Oshkosh.



non-tenure track) and hold the rank shaus (non-tenure tracks and hold the rank of asslaunt professor or above. Application: Send letter of application with resume, a list of publications and the names of three references including current supervisor to: Donald C. Hudoo, Manager, Administrative Services. University Libraries, University of Oktahoma, Norman, Norman, Noklahoma 1010; 1405; 325-2611. Oktahoma University is an Equal Opportunity. Aftermative Action Employer. We encourage women and minority applicants and we are responsive to the needs of dual career couples.

Inmative action engages.

Atherary: Automation Librarian. Technical Services Head to manage library automation system and technical services department in a newly automated (DRA system) four-year college library. Duties include all technical services operations. Salary from \$12,000 depending on qualifications and expensence. Position opera July 1992. Minimum requirements: ALA MLS; 2 years neofassional experience in library automation: 4 years professional technical services experience, including cataloging with OCLC and AACR2 2 years' appreciately reasonability: original cataloging skills; good interpersonal relations and communi-

cation skills. Faculty position, 12-month comment, 30 days, vacation, excellent frings benefits, possibility of camous housing. Send résumé, impacripis, letter of application, and nunes of three references to Dr. Gaines, Library Search Committee, Virginia Military Institute, Lexinstan, Virginia Military Institute, Lexinstan, Virginia Military Institute, 12 days de le propiet unil 1 he position is filled. AMEEO Employer.

Ilbrary: Head of Cataloging, Reporting to the Director of Processing Services, manages and Coordinates the Calobaing Section consisting of the mufessional, and student assistant paramotessional, and student assistant statistics who work with both monographs and acrists. Provides input in the continuing implementation of the NOTIS system; review workflow priorities in light of new developments in automated technical services with Library: Valdosis State College seeks seneral reference librarian. Instructor rank
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Tenure-track date July 1. Salary cognimensurate with qualifications. Valdosta Siate College, audent oppulation 7.500, ke a sendor tunt of the University System of Georgia. This beauting the College is an experience of the creterines by the College of three references by April 30 to: Dr. George R. Gaumond, Director, Colum Library, Valdosta State College (Salary, Valdosta State College) is an equal opportunity, affirmative action employer.

Althrary Automation Librarian, Technical Services Head to manage library automation system as newly automated (DRA system) four-year college library. Duties include all feechical services operations. Salary from \$32,000 depending on qualifications and employers. Position opens July 1992. Minimum requirements: ALA MLS; 2 years professional experience, including catsloging skills; propossional experience, including catsloging skills; good interpersonal relations and community. Proposition of the createst professional experience, including catsloging skills; good interpersonal relations and community. Proposition of the createst professional experience in the program of the college of the createst professional experience including catsloging skills; good interpersonal relations and community.



CO FE

Keene State College **DIRECTOR OF BUSINESS OPERATIONS**

Keene State College is pursuing "Vision 2000", its goal of becoming the public, undergraduate college of choice in New England by the year 2000. This goal will be achieved by offering academic excellence and an enhanced quality of life and sense of community on campus

quidty of life and sense of community on campus
Keens State College is a public liberal arts college of the University System of
New Hampshire with an enrollment of 5000 students. The College has been
recognized as a leader in American higher education for its commitment to a
vision, broad-based strategic planning initiatives, and cohesive sense of community. Historic Mi. Monadnock overlooks a campus of 168 acres in the
picturesque City of Keene (population 22,000). Located in the southwestern
corner of New Hampshire, Keens provides traditional New England charm,
close proximity to abundant four-season recreational attractions, and easy
access (2 hrs.) to Boston, Hantorick, and Albany

POSITION: Keene State College seeks an energetic, goal-onented individual in fill the Director of Business Operations position. Reporting to the Vice President for Finance and Plantung, the Director holds a key leadership position providing the College with financial management expertise in accounting, training, computing, and analytical skills areas. The Director should possess string communicating ability and take an active interest in the professional development of Business Office staff and other budget managers across the

DUTIES: Directs activates assigned to the Business Office, including accounting, bursar, payroll, student account receivables, student loans and collections, accounts payable, fiscal administration of grants, insurance, auditing, telephone and mail services. Recommends, documents and articulates policies and procedures for costs receipting/daposits, conducts cust analyses of education and general expensitures, tridepondent operations, auditary enterprises and for construction approaches on pages for the content of the college line. tion and general expensitures, independent operations, auxiliary enterprises and fee supported operations; proposes means to bringing the College into compliance with audit findings, analyzes charges for services performed; many selfects of accounting systems changes, and provides leadership and training in uses of CDFS, the automated accounting system used by USNH correctes.

compuses

QUALIFICATIONS: Required: Bachelor's degree and five years of accounting experience or Master's and three years' accounting experience; three
years of supervisory experience and familiarity with financial reporting standards. Dealrable experience: automated accounting system implementation, safet development, budget preparation and management; demonstrated
analytical, interpretive and communicative skills; experience working with students, faculty, and executive management in a public residential college or
unberetite.

SALARY: \$38,900-\$60,130; starting salary normally not to exceed \$44,210. APPLICATION: Send letter of application specifically addressing qualifica-tions listed above, resume and names, addresses and telephone numbers of three references to Gaynelle Pratt, Office of Human Resource Management, Krene State College, Keene, NH 03431. CLOSING DATE: March 30, 1992.

Keene State College is an Africantive Action, Equal Opportunity Employer.

Assistant Director of Admissions

Skidmore College, a selective liberal arts college of 2100 men and women located in historic Saratoga Springs, NY, invites applications for the position of Assistant Director of Admissions. We seek a person with at least a Bachelor's Degree who we seek a persort with a tests a tracheter's begree who demonstrates integrity, humor, energy, thoughthiness, enthusiasm, and a strong identification with the values of a liberal arts college. This person will participate in all aspects of a comprehensive, undergraduate admissions program, including travel, interviewing, candidate selection, and special projects. Strong Interpersonal and organizational skills are essential. tes should demonstrate the ability to work indepenlently, yet seek and appreciate the benefits of colleagueship derived from working on a team of seven admissions professionals. Application review will begin April 1st and the position is available July 1st.

Salary and benefits are competitive. Resume listing three references should accompany a letter of application to: Mary Lou Bates, Director of Admissions, Skidmore College, atoga Springs, NY 12866.

more College is an equal opportunity employer and educator



Ithrary: Cotaloger of Hebrew and Jeo'ish Studies Maierials. Performs original and copy cataloging and classification of Hebrew inguinger innoragely and complex copy cataloging of monographs in a variety of languages, especially innutrials related to Jewish Studies. Uses Morthwestern's NOTIS autonanced library systems. AACR2, LCSH, and Deway classification systems LCSH; knowledge of MARC format and authority records; experience using OCLC; reading knowledge of MARC format of court in the control of the court Northwestern's NOTIS untonaxed library system, AACR2, LCSH, and Deway classification. Contributes mithority records to NACO. Assists in acquisition of Hobraw longuage materiols, consulting on or performing item verification, copy acquisition, etc., Qualifications: Master's degree from an ALA-accredited library school; fluent library, knowledge of Ykldish, German and one or nure Western European Inspaces desirable. Bestround In Jowish on Hobraw studies preferred. Familiarily with the MARC books, tenils and sudtoribles formans. Ose or prore years of professional acataloging experience, including refformance of subject analysis and authority work to an automated environment proferred. Salary: \$15,000-528,000. Send application; Control Ewoley Catalogue of Catalogue of Catalogue of Catalogue of Catalogue of Catalogue, and Ca

I). Adminative Action Employer.

Librarys Coordinator, Bibliographic Instruction. The West Virgina University Libraries anatomice a new reference constitution. Under the direction of the Head of Reference, assumes primary responsibility for management of the Interestly Hittpries Bibliographic Instruction Program. Promotes and provides Instruction in library use and provides Instruction in library use and bibliography, including a formal one-hour course: develops instructional amatrials; plans, implements, develops, and evaluates programs and services; oversees escheduling of instruction and calentation sessions. Participates in full range of



SEARCH REOPENED CONTROLLER

Lincoln University of Missouri

Lincoln University of Missouri, a lend-grant Institution with a student body which exceeds 4,100, invites applications and nominations for the position of Controller. Reporting to the Vice President for Business and Finance, the Controller is responsible for the university-wide administration of all accounting and financial reporting operations including, but not limited to: accounts payable and receivable, student accounting and accounting, cesh management, payroll, annual audit, financial analyses, and all other accounting functions.

analyses, and all other accounting functions.

QUALIFICATIONS: A Bachalor's degree in accounting or a related area and at least five (5) years of progressively related experience, three of which are required to be at the supervisory level. A Master's degree or CPA is highly destrable. A viable candidate must possess a thorough knowledge of computerized accounting systems, financial reporting techniques and requirements, successful supervisory experience in fiscal operations, and excellent organizational and communicative skills. Knowledge of fund accounting practices and procedures will be a plus. Preference will be given to individuals with financial management and supervisory experience in a cullege or university. supervisory experience in a cullege or university. Solary and bunefits package ere competil

The enlicipated start date for this position is June 1, 1892 or soon theresiter. Screening will commence on April 13, 1892, but numinations stud applications will be accepted for consideration until the position is filled.

APPLICATION PROCESS: (1) Soud letter of application; (2) current résume; and (3) names and addresses of three references lo:

l'orsonnol Offico I.hrcoln University 820 Chestnut Street Jefferson City, Misseurt 65102-0029 Lotters of recommendation and transcripts will be required of all finelists.

PLANT MAINTENANCE & ENGINEERING University of Maryland at College Park

The University seeks an experienced professional to lead its Plant Mainte-nance and Engineering operation. Reporting to the Director of Physical Plant, the incumbent manages a \$26 million budget and leads a 300-person work-force committed to providing top quality customer service. Specific areas of responsibility include: trades maintenance, central steam generation and distri-bution, work planning and control, the compus' central control and monitoring swhem. Engages approved the provided programs, campus, findfills as system, campus energy conservation projects/programs, campus facility as-sessment, plan and specification review related to new campus construction, major maintenance contracts and reimbursable trades service.

Serving more than 48,000 students, the University is located inside the Wash-ington belivay and Includes over 1,350 acres with 9,400,000 gross square feet of building space valued at \$1.4 billion.

Minimum qualifications: 15 years of responsible experience in the management of trades maintenance. Excellent written and oral communication skills. The ability to motivate all levels of trades, engineering and managerial amployees, especially using continuous improvement techniques. Ability to establish and maintain effective working relationships with key customers. Bachclor's degree (engineering preferred). Advanced degree in engineering or management and registration as a professional engineer destrable.

Very attractive salary and benefits. For full consideration, submit a letter of interest, salary history and three references before March 31 to:

Mr. Wallace Glasscock University of Maryland 2300 Service Building College Park, Maryland 20742-6025

The University of Maryland is an Equal Opportunity.
Affirmative Action Employer.

UNION COLLEGE

DIRECTOR OF ESTATE AFFAIRS

We have an established, vigorous program of planned and deferred giving and we are seeking an articulate, experienced individual to direct these efforts as Union Collage properses to celebrate its bicentennial.

The successful candidate will be familiar with estate planning and applicable tox laws. They must be able to represent the College affectively to an especially accomplished constituency. A baccelaureate degree and relevant experience are required. Development experience in a college or university setting would be highly desirable. They will report to the Vice President for College Resources and participate in the major gifts program as a member of a highly competent team.

Please submit your resume to: Please submit your résumé to:

Director of Personnel Union College Scheneciady, New York 12308

An equal opportunity, officentially action employer

Reference Department activities including reference service, online database searching, and collection development for one or more academic programs. Works some resultarity actualized the comments of the comments of the continuation of the contin

ALBRIGHT COLLEGE

SFARCH REOPENED

Albright College, a very competitive Liberal Arts College erving approximately 2,000 students, seeks nomination and applications for two positions in its Development Office.

DIRECTOR OF ANNUAL FUNDS

Experienced development professional sought to builda vigorous phone/mail Annual Fund program targeted at alumni, parents, friends, businesses, and special support groups. Ability to recruit, train, and develop volunteer net work essential. Excellent communication and publication skills, and three or more years of annual fund experience

DIRECTOR OF ALUMNI RELATIONS

Experienced alumni professional sought to direct an active and expanding Alumni Relations program. Alumni Association Board, reunion programs, class representatives other programs in place; Regional Club system to be built and other initiatives still to be identified. Excellent communication and publication skills, and three or more years of experience in alumni relations are necessary.

Albright College is a culturally diverse community and encourages applications from women, minorities, and the physically disadvantaged. Review of applications will begin April 1, and will continue until the positions are filled.

Send cover letter, resume, and names of three references to: Paul L. Landry, Director of Development, Albright College, P.O. Box 15234, Reading, PA 19612-5234.



DIRECTOR OF ADMISSION

San Francisco Bay Area

COLLEGE OF NOTRE DAME

College of Notre () and is an independent, coeducational, Catholic, liberal arts college serving brith undergraduate and graduate students. The College is located on a 100-acre compus in Behrham, 20 miles south of San Francisco. Undergraduate courses are oftened in 25 major fledis of study leading to Bachelor of Arts, Bachelor of Science and Bachelor of Music degrees, the undergraduate programs are fault on a core curriculum noted in the liberal arts and balanced with career proparation. The deverse student body consist of approximately 1,250 students from 20 states and 33 countries.

The Director of Admission provides leadership for ongoing assessment and the Director of Admission provides leadership for ongoing assessment and development of marketing and be runneed strategies for freshman, transfer, and evening adult students. The involves working closely with lacility, administration, and Admission staff to maximize the visibility of the College and its entullment potential.

The Director of Admission supervises five professional staff. The Director reports to the Academic Dean. Salary: Competitive, commensurate with qualifications

Qualifications: Master's degree and 3-5 years of previous Admission experience at Director or Associate Director level. nnations, applications and Inquiries should be directed to:

Higher Education Administrative Search 3539 West 50lfr Avenue Parkway Denver, Culorado 80221-1099 303/458-4044

Wilk application, please include résumé/c.v. and nones, addresses and phone numbers of four references. References will not be contacted until the cantildate is notified and gives approval. Applications received by April 3 will be assured of full consideration. Position start date: July 1, 1992.

CND is an equal opportunity employer.

of the city and the harbor latends, the University of Massachuseits Boston to the urban commuter campus of the Commonwealth's five campus land-grant university, it serves a diverse audient body engaged in a full range of undergraduate and graduate programs including doctoral programs. The Joseph P. Healey Library comprises a collection of 518,905 volumes and 3,773 periodical subscriptions. Twenty professional and 20 support staff manage the collection and serve a lacuity and student population of nearly 12,500. The library participates in the Greater Boston. Library Consortium which gives the campus access to unistanding resources in every scholarly discipline. the Oreater Boston Library Partitions which gives the campus access to uttrianding resources in every scholarly discipline. The library is fully automated, using Universal Library Systems software and various Local Area Network configurations. The Director reports to the Provost and is responsible for the overall management of [Ibrary planning, budget, collections, services and staff, Candidates must possess an MLS from an ALA-accredited school or its equivalent. Evidence of substantial administrative experience in an academic/research library and experience in managen the integration of developing information retrieval technologies into an automated environment is required. The candidate must depronstrate the ability to work collegially and to communicate effectively with members of a diverse unban community. Salary is competitive and commenturate with experience. The University is committed to the principles and goals of Affirmality Action and we oncourage the applications of women and minorities. Applications should include a letter of interest, resame, and names, addresses, and

Is not sufficient. An Astronomical Equal Opportunity, Title IX Emplayer.

Library: Head of Catalogins. Provides leadership, management, supervision, and and development for a department with flur pararyrofessionals. Does original catalogins when necessary. Recommends new can when necessary. Recommends new can be systems Libraram, the Legal Research Center, and the Media Center to ensure quity and the Media Center to ensure quity control of the shared integrated collection. The share is a subject to the state of the shared integrated collection of the shared integrated collection. He shared in the shared in the shared in the shared control of the shared integrated collection. Which is on Innovative Interfaces system. Responsible for Cooley Ibrary; term. Associate University Librarian and particular and a least three years of the shared control of the s

Cooperative Extension Service University of Alaska Fairbanks DIRECTOR

 p_{θ} Unversity of Alaska Estrbanka invites nominations and applications for the various of Director, Cooperative Extension Service. person of Director, Cooperative Extension Service.

105THOM: The Director reports to the Vice Chancellor for Academic Affairs and is a gazerofile Chancellor's Executive Council and the Deart's Council. The Director as repossible for the administration of all aspects of the Cooperative Federator is repossible for the administration of all aspects of the State, regional and Socke and reposents the Cooperative Extension Service at the state, regional and

BULLETIN BOARD: Positions available

saval leek.

Soponblaies include program development and implementation, formulation and subjects of budgets; employment, evaluation and promultion; relationships with assignment of budgets; and maintaining, conperative relationships with departments, udgets and schools, and university campuses.

The Director is responsible for 25 faculty and 65 staff dispersed throughout mixer and galacommunities covering a land mass one-fifth the size of the continental United.

the procur must be committed to innovative and dynamic programs and leadership to be observed by the aggressive pursuit of both traditional and new non-traditional series of tunding. Most be creative and imaginative using technology and modern observe sphere, and effectively utilize human resumers through communication and delegation of authority to widely dispersed faculty.

shery systems, and effectively things the position are an earned Doctorate and delegation of authority to widely dispersed faculty.

JAHRCATIONS: Requirements for the position are an earned Doctorate and ephility for faculty rank and learne in an appropriate doctpline. The successful ephility for faculty rank and learner in an appropriate doctpline. The successful ephility for faculty rank and learner product the process of a property of the multiple responsibilities of a leading university including extension tunctions: community resource development, agreeding, proceedings, and the production of the thorie of the Alaska Cooperative Extension Service utilizing the needs often the thorie of the Alaska Cooperative Extension Service intituding the needs of the thorie of the Alaska Cooperative Extension Service intituding the needs of the thorie of the university, and to be committed to enhancing the polessional growth and development of faculty and staff, the condition demonstrated accomplishments in his/her professional discipline, and a doctor of tadership and academic or equivalent professional accomplishments the lindudes administrative experience and strong skills in planning, communication and organization; and, demonstrated ability to represent the university in outside to diverse multi-cultural constituences.

SALARY Competitive and commensurate with experience.

SALARY: Competitive and commensurate with experience

APPLICATIONS/NOMINATIONS: Letters of normination or letters of applications with careful vita and the names, addresses and pittone numbers of four references should be sent to Search Committee Chalf, Ronald K. Dentsern, Director, Sea Grant College Program, 138 Fring II, University of Alaska Calibratis, Entropies, Ak 91775-300, (607) (74-7086. Nominations and applications should be positioarked by April 3, 1992.

Persons hired by the University of Ataska must comply with the 1986 immigration (unto) Act and are expected to possess a valid social security number. Finally applications with the university may be subject to public disclosure.

THE UNIVERSITY OF ALASKA IS AN EEO/AA EMPLOYER AND EDUCATIONAL INSTITUTION.

SLIDE CURATOR *ART DEPARTMENT*

Administers all aspects of a significant slide collection teurrently over 250,000 slides). Responsibilities: Catalogue and classify slides; acquire new slides and weed existing collection; assist faculty, staff and students in use of the collection; supervise slide room staff, photographer and student assistants. Qualifications: BA in An History; general knowledge of art, including arts outside the western tradition; two years' experience in slide library; familiarity with slide classification and cataloguing systems; knowledge of computer technology. Starting salary range in the mid-twenties depending on experience. Submit letter of application and resume by April 1, 1992 to: Employment Group, Office of Human Resources, Smith College, Box 500, Northampion, MA 01063. An Affirmative Action/Equal Oppurtunity Institution, Minorities and Women Are Encouraged to Apply.



and have or complete a second Mayter's dependent of tenure and show potential to the pronostion inhouse faculty ranks. Stalation of the STAME of the

they Cordinator, Library Services, Northern Vermine Community College, Northern Vermine Community College, Northern Vermine Community College, Northern Vermine Community Services, Claide manufactured Labrary Services, Oldide material selection process, with the assistant particulary of the Community Services from an ALA-accredated statement of the Community Services from the Community of the Community Services of the Community and Community of the Community Services of Second postuments of Second postuments

400t Wakefield Chapel Road, Annandale Virginia 22001. Effective July 1, 1992 EOE/AA.

conservation practices; Collects, conserves, and catalogs historical materials, and provides reference service for the University Archives and the American Foreign Pulky Center, Responsible for collection development of the University Archives and the American Foreign Policy Center by conducting classes; provides instruction in the Use of primary source materials, Reports to the Assistant Director for Public Services. Faculty status; salary negotiable from \$25,000 depending on qualifications and experience. 12-munth appointment, tenure track, Send tetter, resume and namestadders services in Michael A. DiCarlo, Search Committee Chair. Prevent Memorial Library, P. O. Box 10408, Loublana Tech University, Ruston, Louishana 71272. Deadling March 31, 1992. Position available April 15, 1992. AA/EOE.

1992. AA/EOE.

Bharn/Computer Services: Library Software Coordinator. College Center for Library Automation (CCLA) is seeking as innovative professional with library automation experience and leadership skills to
manage a key function of CCLA's Data Research Associates (DRA) system. CCLA's
950-terminal centralized DRA system is
now being implemented as a statawise project for the 28 Flurida continuity colleges.

LINIVERSITY OF MAINE at Augusta

OPERATIONS MANAGER FOR DISTANCE EDUCATION TECHNOLOGIES

The Office of Distance Education Technologies at the University of Maine at Angustic (UMA) is seeking a full-time Operations Manager. UMA is one of seven campuses in the State University System. Its mission is to serve both regional and statewine constituencies as the community college of the Driversity of Malne System. Instruction is delivered at one-ampus and off-campus facilities and by interactive electronic technologies. The main campus is located in the state capitol of Augusta which is midway between the scenic coast and the incontains/lakes regions of the state.

The Operations Manager will be responsible for the day-to-day operations of the instructional television system on campus and statewide to insure that effucational, quality, and service objectives are met. This position is also responsible for the administration of Receive Site and other agreements necessary for the statewide operations; coordination with other staff and (aculty to ensure timely preparation and ordering of instructional materials; and for providing assistance as necessary to the Director of Distance Education Fechnelis providing assistance as necessary to the Director of Distance Education Technologies. Bachelor's degree or equivalent in instructional technology, television, education or related field along with a minimum of three years' management experience with supervisory responsibility required. A working knowledge of electronic communication technologies highly destrable. Excellent interpersonal, organizational, and oral & written communications skills are required. Fiscal year salary for this positions will be upper twenties to low thirdies (depending on qualifications and experience) with excellent fringe benefits. Screening of applications will begin immediately and will continue until position is filled. To apply, send letter of application; current resume; and the names, addresses and phone numbers of three current professional references to:

Search Committee for Operations Manager University of Maine at Augusta Augusta, Maine 04330

The University of Maine at Augusta is an Affirmative Action, Equal Opportunity Employer.

Texas A&M University College of Education



Director, Field Experiences and Supervision

Texas A&M University seeks a dynamic individual to provide leadership in the College's field experience and supervision programs. As one of the sites for John Guodiad's Center for Educational Renewal, Texas A&M University is committed to simultaneous restructuring of schools and universities and the successful candidate for this position will play an important role in Profusional Development School activities. Responsibilities also include facilitating partnerships with college and public school faculty, teaching graduate supervision classes, and committing research.

Qualifications include: (1) an earned doctorate related to the preparation of teachers, (2) secondary/elementary teaching experience, (3) experience in university-level teacher preparation at the graduate or undergraduate level and (4) and (5) are preparation.

and (4) a proven research record.

The 12 munth tenure track position (level to be determined) begins July 1, 1992. Screening begins March 15, and continues until the position is filled. To apply, send letter of application, vita, graduate school transcripts, and three current letters of recommendation to Dr. Donna Wiseman, Associate Deam of Teacher Education, Cullege of Education, Tesas A&M University, College Station, Texas 77843-4222; phone: 409-845-9820. and (4) a proven research record.

Legic Stations, Texas 770434222, January, Affirmative Action Employe Justs A&M University is an Equal Opportunity, Affirmative Action Employe Winners and minorities are encouraged to apply.



DIRECTOR OF DEVELOPMENT

Andrew College invites applications and nominations for the posit Director of Development, Andrew is a two year United Methodisi, rettal college of 300 students located in Cuthbert, Georgia. the Director of Development will oversee planning, coordination and implementation of the College's expanding external relations program. The Giffs and Grants received on an annual basis by the College in the past three years have increased from \$1,100,000 to more than \$2,000,000. The donor base have increased from \$1,200,000 to more than \$2,000,000.

Consideration will be given to high energy persons with a commitment to two year independent colleges. Appreciation of the church relationship estential. Degree required. Please send résumé to: Office of the President, Andrew College, Cuthbert, Georgia 31740. AA/EO.

and their 60 + associated libraries. Primary Responsibilities: serve as DRA Applications Software Systems Manager, working collaboratively with other members of the CCLA staff, coordinate technical implementations of DRA applications software, organize installation and testing of all system databases, direct report production, participate in user support efforts, Qualifications: Master's degree from an ALA-accredited library school required. Three years of library school required. Three years of library school required. Three years are the production of the production of the production with an integrated library succession system, DRA experience desirable; knowledge of VMB and computer operations desirable; demonstrated computers of the production skills. Minimum salary is \$40,000, commensurable to training and experience. Obtain sandatory employment

application from Personnet Office, Talin-basses Community College, Room 100, Administration Building, 444 Appleyard Drive, Talishasses, Florkin 32304-2895; selephone (904) 922-8104. Application

A Bulletin Board notice will reach the audience you want to reachpersons in academe.

DIRECTOR OF ATHLETICS

The University: The University of Dayton, a Catholic Contwhensive university, founded by the Society of Mary (the Marianistst in 1850, offers a wide variety of undergraduate programs as well as numerous master and several rioctoral programs. The University emollment of nearly 11,000 students includes over 6,000 full-time undergraduates. The University of Dayton is the largest independent university in Ohio and one of the ten largest Catholic universities in the nation, Located in Dayton, the University's 114 acre campus offers a neft learning and living environment to its essentially residential student loody. The University is a member of NCAA Division I and the Midwestern Collegiate Conference. The University of Dayton Flyers compete in seventeen intercollegiate sports. The University of Dayton Arena has a capacity of 13,500. The Dayton metropolitan area has a population of over 830,000 and offers many cultural, recre-

ational, and education amenities. The Position: The University seeks a Director of Athletics with proven leadership and administrative ability, integrity of character, and a commitment to serving student addetes enrolled in solul academic programs. The Director of Athletics regions to the President of the University, Responsibilities include: (It presenting the athletic program to the University community and external constituents; (2) strategic planning for and overall supervision of the Intercollegiate Athletic Program, spons information, the Recreational Sports Program, the University of Dayton Arena, and other athletic tacilities on campus.

Qualifications: A minimum of a bacculaureate degree is requirerl; an advanced degree is desirable. Applicants must demonstrate strong interpersonal skills and ability to communicate effectively with all constituencies of the athletic program, Proven skills at higher levels or administration in tiscal, personnel, and facilities management and marketing and promotion are required. Salary will be negotiable and competitive. The position will be available July 1, 1992; start date is negotiable.

Nominations and Applications: Semi-letters of nomination or application with a resume and three letters of recommendation to:

> Chair, Director of Athletics Search Committee Office of the President The University of Dayton 300 College Park Dayton, OH 45469-1524

Review of applications will begin on April 6, 1992.



The University of Dayton

The University of Dayton is an Equal Opportunity, Africa dive Action Employer

Residence Hall Director/ Assistant to the Dean

Residence Hall Director/Assistant to The Dean, Colorado College, Master's degree required, prior residence hall experience preferred. Responsible for the administration of a coeducational residence hall of 25t-20t undergraduates; selection, training and supervision of 10-12 student staff; programming counseling; coordinating the administrative functions; actively participanting in departmental and College committees. Assistant to the Dean responsibilities in areas such as Greek advising, alcohol and drug education, student leadership development, and security education. Available August 1, 1972, Compensation includes furnished apartment, board, and 816,500 supend; 10 month, Interviewing at ACPA/NASPA, Send résumé plus three letters of reference to: Ms. Dana Wilson, Office of Residential Life. The Colorado College, Colorado Springs, Colorado 81703. Application deadline April 6, 1992. Colorado College is an Equal Opportunity Employer and invites applications from minorities, women, and individuals who can address the concerns and/or perspectives of minorities and women.

by chairing the information Services Work Group, fostering staff development, enhancing public services, and coordinating the bibliographic instruction schedule. Additional duties suciude suffine the information Dest on weekends on a rotational basis and evening duties as assigned, participating in collection development activities, and returnity of the reference collection, and seturnity of the reference collection, and hirting and training student assistants. The Library system, which includes a central facility and four branch libraries and a media production tem, currently serves over 14,000 students enrolled in undergradue through doctoral programs. The Libraries are acceptable through doctoral programs. The Libraries and services of the Center for Research Libraries, and a member of OCLC. The acceptable through the Cartyle online contains are a select. U.S. and State Government Depository, an associate member of the Center for Research Libraries, and a member of OCLC. The country of the captale and the liP Libraries are a section of the captale system. Acquisitions and services are a select university conditions and services system. Qualifications: Mila and for the captale system are accessible through the Cartyle online captales system. Acquisitions and safe functions are sutomated using the language of the captale system. Acquisitions in the liP Libraries are sutomated using the language of the captale system. Acquisitions in the liP Libraries are sutomated using the language of the captale system. Acquisitions and safe functions are sutomated using the language of the captale system. Acquisitions in the language of the captale system and the language of the



UNIVERSITY OF NEBRASKA AT KEARNEY

The University of Nebraska at Kearney is a public, four-year institution located in the heart of Nebraska. The enrollment is over 9,000 students. Individuals interested in joining a creative and dynamic student affairs division are encouraged to apply for the following positions.

DIRECTOR OF RESIDENCE LIFE
The Director of Residence Life is responsible for the overall operations and staff for 13 residence halls and one lamily housing apartment complex 1991-92 brought 2 new residence halls. Total housed
on campus is 2.600 students. The Residence Life Department consists
of professional administrative staff, clerical staff, graduate and undergraduate student staff, and painting, maintenance and custodial staff
(total exceeds 200). This position reports to the Vice Chancellor for
Student Affairs.

QUALIFICATIONS: Master's Degree (student personnel preferred), plus 3-5 years' post-master's experience in residence life.

STARTING DATE: July 1, 1992 (twelve month live-out position) BALARY: Commonsurate with experience.

Applicants should send a litter of application, résume and names and phone numbers of 3 references to:

Counseling Center

University of Nebraska at Kearney Kearney, NE 68849

Review of applications will begin on April 1, 1992 Applications will be accepted until position is filled.

COORDINATOR OF ENROLLMENT MANAGEMENT SYSTEMS
The Coordinator of Enrollment Management Systems is responsible for the design, Implementation, and effective use of both maintraine and PC-based systems to provide statistical data to assist in enrollment management decisions. The Coordinator will also serve as a Financial Aid Coursolor and have programmetic responsibilities in the Financial Aid Office.

QUALIFICATIONS: Bachelor's Degree required, Master's Degree pro-ferred, Applicants with experience in Enrollment Management and In Financial Aid or other Student Affairs area will receive lirst consider-

STARTING DATE: July 1, 1992. SALARY: Commensurate with experience.

Applicants should send a letter of application, résume and names and phone numbers of 3 references to:

Patrick McTee Director of Financial Aid University of Nebraska at Kearney Koarney, NE 68849

Review of applications will begin on April 1, 1992. Applications will be accepted until position is tilled.

UNK is an EEO/AA Employer

Reference/Collection Development Librarian

Brown University Library. Reports to the Head, Reletence Department. Responsible for providing general relevence services, in-depth interlibrary loan verification, bibliographic instruction and online services, and for developing library collections in the social actences, especially political actence and economics. Requirement MLS degree from an ALA accredited library school, academic backpround in social sciences, preforably political science or economics, ading knowledge of at least one European language; ability lo work efficiently with faculty, students and library staff in a research histary environment ossential; must be able to work some evening and weekend hours - Dastred qualifications include: collection deve opniant experience; online searching experience; interferary loan experience, reference and bibliographic instruction experience in an academic or research library. Appointment range: \$25,300-\$31,600 based upon experience. Interested candidates should send letter of application, resume and names of three references to: Genava Farrell, Department of Human Resources, Brown University, Box 1879/800002, Providence, Ri 02912. Applications received by is an Equal Opportunity/Aftirmative Action Employe



BROWN UNIVERSITY

Mathematics: Mount Mercy College and mounces a full-time, tenure-track faculty position available September. 1992. Ieach-ing responsibility includes: Precalculus. Calculur, Statistica. Differential Equations, Goognetry in a day and evening schedule. Minimal requirements include a development productoral degree and tracking experience. Send letter of application, resume, and a list of three references to: Dr. fan Sweed, Vice Greatdent for Academic Affairs. Mount Mercy College, 130 Embural Drive Northcust, Cedar Rapids, towa 52402. Applications will be availated as resolved. Mount Mercy College in an Index Section of Mathematics and Computer services of Mathematics and C

1500. EOE/AA.

Assinematics / Computer Science: Albian College. One-year visiting position isobatical replacement beginning in August, 1992, to teach a mane of undergraduate mathematics under computer science courses. Ph.D. preferred, Salary commensurate with experience. A successful candidate ment show evalence of commitment to and excellence in tenching, preferably in a biberal arts cupiest. Direct inquiries to R. C. Fryxell, Chairman, Mathematics Department, Albian College, Albian, Michigan 49224; (517) 629-9287, rifyxelf@albian.bluet. Priority will be given to completed acribications received before April 1, 1992. Albian College is an Equal Oryontanity Employer and encourages applications from women and calinotity candidates. Mathematics Inducation.

23:402. Applications will be avaluated as reported. Moom Mercy College is on Independent, four-year, coeducational insulation which offers a career-oriented liberal
arts education to a stuttent body of over
1500. ECOLAA.

Mathematics I computer Sciencia Albion
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R.C. Fryxeli, Chairmen, Mathematics Department, Albion College, Albion, Mithiand P224; (317) 629-0287, Tityraelife albionbinet, Priority will be given to completed
applications receives before April 1, 1992.
Albion College is an Equal Opportually
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from women and minority candidates.

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employing the according or computer the United States at the time of an offer of employment. Appoint ments atternally will be at the assistant professor level although in exceptional case a more scalar appointment is notatible. Stanting salary range \$28,000 to \$36,000, Submit letter of application, resume, transcripts (official transcripts are required at employment), and three (3) lotters of reference to Dr. Ken Lundberg, Dean, The College of Social and Natural Sciences, Benchief State University.

LOUISIANA STATE UNIVERSITY MEDICAL CENTER

Senior Internal Auditor Positions

THE LSU Medical Center invites applications and nominations for two Sentor Internal Auditor positions. The Sentor Internal Auditor will per-form or assist in the performance of linancial and/or operational audits at the Medical Centers in New Orleans and Shreveport, all associated with Times, intermediaries, and group practices as assigned by the Director of Internal Audits or the Vice Chancellor for Administration and Finance.

Candidates must pussess a Bachelor's Degree in Accounting, Business Administration, or a related field and be a Certified Internal Auditor and/or Certified Public Accountant, with a minimum of four years in internal auditing, public accounting or financial accounting.

Desired Qualifications include a Master's Degree in Accounting, Business Administration, or related field; supervisory experience; health care and/or University auditing experience; experience in EDP auditing and experience in pieparing or assistance in the preparation of reports to management; and conducing or participating in conferences with management.

Salary is commensurate with experience for both positions

The LSU Medical Center is a state supported academic health center with the aching, research and public service programs in allied health professions, dentistry, basic biomedical sciences, medicine and nursing. The total current lunds expenditure for FY91 was over 5300 million.

Applications should be sent no later than April 1, 1992, to: Ronnie Smith Vice Chancelior for Administration and Finance Louisiana State University Medical Center 433 Bullyar Street

New Orleans, LA 70112 LSUMC is an EEO/AA employer.

Manuscripts Librarian

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South Caroliniana Library. University of South Carolina, Manuscripts Librarian. Under the general direction of the Director of the South Caroliniana Library, this position provides library service to students and lacuity of the University and to scholarly students and researchers from outside the University; provides reference service; analyses and describes newly acquired manuscript collections; mounts exhibits; writes narrative descriptions for the Library's published annual report. This position has overall supervisory responsibility for Library staff and student assistants to the Manuscript Division.

The University of South Carolina enrolls 17,000 undergraduate students and 8,000 graduate students on the Columbia campus. The Thomas Cooper Library contains 2.4 million volumes, 3.4 million microforms, operates with the OCLC and NOTIS systems and is a member of the Association of Research Libraries.

QUALIFICATIONS: REQUIRED: Master's degree from an ALA-accredited library school: knowledge of South Carolina history. literature, and culture; two years' professional library experience or two years' experience processing manuscripts collections. DESIRABLE: M.A. in History or English; knowledge of computer applications.

SALARY is \$25,000 minimum for 12 months. Faculty status, tenure-track. Solary dependent on qualifications and experience. Benefits include medical, dental state retirement, and optional TIAA/CREF. Letter of application, résumé, and names and addresses of four references should be received by April 15, 1992. Apply to Dr. Allen Stokes, Director, South Carolinana Library, University of South Carolina, Columbia, South Carolina 28208,

Equal Opportunity, Affirmative Action Employer *******************************

Montana Tech HEAD OF MATERIALS PROCESSING

Montana Tech is a publicly supported college with emphasis in science and minerals engineering. The college offers the largest mining engineering program in the United States and the third largest petroleum engineering program in the country, in addition to programs in business and the social and physical sciences. The library holds 200,000 volumes and 77,000 maps and has a staff of 8, is a member of WLN and serves a student body of 1,881.

Montana Tech Invites applications for the position of Head of Materials Processing. The Head of Materials Processing supervises and participates in the acquisition and processing of books, serials, and documents. This non-tenure position holds faculty rank. Qualifications: ALA-accredited MLS degree or willingness to obtain the same in the near term; considerable professional experience in an academic ill-brary; knowledge of acquisitions and cataloging methods and procedures; experilse with the use of microcomputers in fibraries; experience with a major bibliographic utility such as WLN or OCLC; excellent management, supervisory and communication skills. Preferred candidates will have a working knowledge of an online integrated system and a second master's degree in science or engineering.

Salary in mid twenties, depending on education and experience. To apply for this position, and resume, letter of application and names of three references to: Director's Office, The Library, Montana Tech, Bulte, MT 59701. Applicant screening will begin on April 6, 1992 and continue until the position is filled. Montana Tech is an Equal Opportunity, Affirmative Action Employer.

17. 1500 Birchmont Drive Northeast, Be-midil, Minnesota S6601-2669. Postmarked deadline is March 31, 1992. Equal Opportu-nity Educator and Employer.

Mechanical Engineering #991/32-12—Assistent or Associate Professor—Visiting
Professor convertible to tenure-track. Besimmin Pall, 1992. A visiting professor appointment in mechanical engineering, convertible to tenure-track at the rank of Assistent or Associate Professor, when the
buccaleureate engineering program is approved. Dules include the following: develop and tench courses and inhumatories in
mechanical engineering, assist in the devel-

opment of the engineering program, and begin research that involves undergraduate
students. A strong pro-engineering
program is moving to offer a baccalaureate
degree in mechanical engineering. Teaching toad is 12 hours or its equivalent. Salary is
competitive depending upon experience
and credentials. Candidates must have an
M.S. with attensive courses toward the
Ph.D. in mechanical engineering. Preference will be given to candidates who have a
Ph.D. with strong experimental research
background, instrumentation experience,
lavoivement in developing teaching inboratories, engineering registration, manufacturing industry apperience, successful ex-

Director of Corporate & Foundation Relations

Humboldt State University, located in the beautiful coastal redwoods of northern California, invites applications for the position of Director of Corporate and Foundation Relations.

Qualifications: The successful applicant will have a minimum of ive years development experience, with at least two years in corporate, foundation, or major gift acquisition,

The director will possess a minimum of a bachelor's degree (a master's is preferred), strong organizational and communicating skills, exceptional interpersonal skills, and tall measures of pose and self-confidence.

Specific responsibilities of this new position include: · creating, in concert with the Director of Development,

short- and long- range strategies for increasing financial support from corporations and foundations preparing written proposals:

making presentations to corporate and foundation officers; and

 recruiting an effective cache of volunteers from among the alumn) and friends of the University

Salary is \$42,000 - 50,000, depending on experience. Appointment will be effective on or before July 1, 1902. Application: Submit a letter of application, resumé, and the tames and telephone numbers of at least three professional references by March 30, 1992. Address application materials to:

> Chan, Search Committee for the Director of Corporate and Foundation Relations Humboldi State University, Arcata CA 95521-4957.

Humboldt State University is an Equal Opportunity/Athenaire Action/Fitle IX Employer, HSU encourages applications from somett and tititority persons.

DIRECTOR OF PLANNED GIVING AND MAJOR GIFTS

National Wildlife Federation

The nation's largest transproute conservation education organization has a position available as Director of Planned Giving and Major Gifts in the Development Department. We are seeking a creative, dynamic professional with exceptional managerial and leadership skills no assume overall responsibility for Planned Civing and Major Cifts Division.

Responsibilities include strategic and conceptual planning directing and supervising all planned giving and major gift efforts, marketing plan development and implementation, and direct dump solutiation. The Director reports to the VP for Development and works closely with both the Director of Land Gifts and the General Counsel's office.

Qualified candidates will have five (5) years' esperience in planned giving and major gift fund taising with demonstrated success in obtaining astigure outright and deferred gifts. MBA, CPA, law degree or financial planting certificate preferred.

Ability to use Planned Giving software, excellent oral and writen com-munication skills, and strong commutment to conservation necessary. Ex-tensive knowledge of charitable tax laws critical. Candidates should be will versed in budget preparation and management and must also be able to travel extensively (often on short mune).

Salary range from \$50-\$60/K depending on experience. We offer excellent benefits including medical/dental, and life insurance. We are also proud to promote a smoke-free work environment. Qualified candidates please send résumé, cover letter and salary history to:

National Wildlife Federation Attention: Human Resources 8925 Leesburg Pike Vienna, VA 22184-0001

An Equal Opportunity Employer Minorities and Females are encouraged to apply

ternal funding for academic devolutionent, and a genuine interest in working with undergraduate engineering students. Send current returnet, three letters of recommendation, and a University Employment Application which is obtainable from: Mechanical Engineer Search Committee, Engineering Program, PS 141, The University of Texas-Pan American, 1201 West University Drive, Edioburg, Texas, 78339. Closing date: March 22, 1992. An RECIVAA employeer.

Medical Educations This is a terruse track assistant/associate professor position. Responsibilities include: serving as an educational change agent in the medical school and the health actences, consulting with the faculty concerning the tenchinuflearning process and their educational research efforts, working on curriculur matters for the health sciences Kellogs grant program, conducting research in areas of interest Minimum qualifications for the position are a closely related field, work experience in a medical education or health sciences caluration setting, ability to work experience in a medical education or health sciences caluration setting, ability to work experience in a medical education or work effectively in an interdisciplinary environment, possession of excellent communication skilk, knowledge and skilks concerning problem based learning, and evidence of scholarly productivity, best problem in the position is filled, SCSU is commented to affirmative action.

Admistry: Campus Minister: Full-time political computers for education and teaching and consulting experience in a medical education setting. The final date for receiving applications is May 1, 1997. Send a leting and consulting experience in a medical education setting. The final date for receiving applications is May 1, 1992. Send a leiter of application, curriculum vitae, and three current letters of reference to: Leo M. Harvill, Ph. D., Assistant Dean for Medical Education, P. O. Bon 70,574, James H. Quillan Collega of Medicine, East Tennessee State University, Johnson City, Tennessee 37614-0774; (6)15) 929-6211. ETSU is an Affurnative Action, Equal Opportunity Employer.

ted to affirmative action.

Adhistry: Campus Minister: Full-time position as part of collegial temp to a linied ministers program. University of Nebalica Lincoln; ordination in Cartinia Charle in Disciplical, Presbyterian (USA), U.C.C. at United Methodist Church; major skill in preaching, worship, coursing, said preaches, the present continuing education allowance; arends continuing education allowance; arends preferred; campus ministry supprieses preferred; campu

Middle School Education Department of Teacher Development, St. Cloud Sun University, St. Cloud, Manacsota Sull-498. Middle School Education Teach Track Position. Qualifications: Ph.D. Track Position. Qualifications: Ph.D. Track Position, Qualifications of the America Philosophical orientation to, desponsive area: philosophical orientation to, desponsive area: philosophical orientation to, desponsive area of the professional professional desiration of the philosophical presentation of the philosophical presentation of the philosophical philosophical professional professio

UNIVERSITY OF THE PACIFIC CONSERVATORY OF MUSIC

Choral Conductor and Director of Choral Activities

APPOINTMENT: Full-time, tenure-track faculty position beginning fall

generate 1992. (rongus).

QUALIFICATIONS: Master's degree required. Doctorate prefetted. Evidence of successful university choral conducting and teaching required. dence of succession innecessing vineral community and teaching responsed.

RESPONSIBILATIES: Direct chural activities and conduct three choral cascables. Teach conducting and chural techniques contress. Actively participate in student recrustment responsibilities. RANK AND SALARY: Negotiable

RANK AND SALARCE Execution:
THE UNIVERSITY: An independent insuration established in 1878 UOP is respected for its long standing commitment to academic excellence, density of academic programs and outstanding teaching faculty. Uncared in Stocker, California, population 250,000; 80 unles west of San Francisco. Stockton, California, population 250,080; 80 infles west of San Francisio.

CONSERVATORY OF MUSIC: founded in 1878; recognized as preeminent among schools of music in the nation. Lully accredited by the National Association of Schools of Music since 1924. Bachelin degrees in Performance, Music Composition, Music Flistory, Music Education, Music Therapy, and Music Management/Business. Graduate degrees include Music of Music and Master of Aris. The Master's of Aris in Teaching and the Doctor of Education in Music Education are awarded cooperatively through the School of Education and the Conservatory. Currently there are approximately 50 undergraduate and graduate timoic majors. The highly qualitied facility number 24 full-time and 16 part-time.

APPLICATION DEADLINE: April 3, 1992 APPLICATION DEADLINE: April 3, 1992
Send letter of application, vitae, video tapes of conducting, and names and address of at least four references. Supportive materials should include materials academic record and media publicity. Materials will not be returned unless return postage is included.

Dr. Robert Halseth, Chalrperson Choral Search Committee Conservatory of Music University of the Pacific 3601 Pacific Avenue Stockton, California 95211 Tel: (201) 946-3217

EEO/AA. Minority applicants are encouraged to apply.

CONTROL OF CONTROL OF

GETTYSBURG

Assistant/Associate Director

of Public Relations

Gettysburg College, a selective liberal arts college, is seeing a highly skilled individual to coordinate programs in national and regional media relations and internal communications. Other duties include implement ing fund-raising communication plans, devising marketing stategies, and assisting with special events. A bacholor's degree, strong written and verbal communication skills, experience with nown media operations, publication production experience, and willingness to adupt to apidly changing needs required. Experience in college public relations highly destrable.

Direct applications by March 30, 1992 to: William T. Wolker. Director of Public Rolations. Box 422, Golfynburg College, Gettysburg, PA 17325.

Gettysburg College is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged

Minariy Data Bank: The University of Misson-St. Louis School of Education is creating its own minority data bank in an effort of scheep faculty diversity. The UM-St. Louis School of Education offers degrees at the understandant and graduate levels and is currently seeking applications from amonity candless for pushtions in Secondary Middle School Carticulation, or Education Administration, or Business Education, Administration, or Business Education, Application, Applications are encouraged to submit a current resume and official mascript to Dr. Everette Nance, Associate Dean, School of Education, University of Misouri, 3001 Natural Bridge Read, 3, Loois, Missoni 63/21. Applications will be received through March 31, 1992.

hideskural Affairs: Student Life. Direc-to, Mulicultural Center. Responsible for frecting programs that promote multicul-tural exacess including lectures, art ex-bits, litter, and seminars. Oversee an ad-mory board: monitor budgest expendivikori board; monitor budgai expendi-nicii develop workshops and assisi in nu-nority model proposed proposed proposed pro-tronochip to increase interaction of mi-mority internity, faculty and analy outside the formal curriculum. Implement assess-nester's degree in an appropriate disci-flue, four yealunition methods. Requires a mater's degree in an appropriate disci-lluter officially and strong organizational and communication skills. Salary \$28,500. Salaji female by March 31, 1992 to Per-ponal Sarvices, University of Louisville, odsville, Konucky 40292. Open until Stell AA/POB.

sume, and names and releptioner numbers of three professional references (no tapes now) to fir. Michael Pagan, Chair, Department of Performing Arts, Olivet College, Olivet, Michagan 49076, Women and minority candidates are encouraged to apply. Olivet is a smoke-free cumpus.

Olivet is a smok-free cumpos.

Music: Chair of 15 faculty, 40 major Music Department. Tenure track. Normal administrative responsibilities, including fundrational and recruitment activities. Teaching duties determined by departmental needs, to half time. Twelve-month position begins July 1, 1992. Qualifications: Administrative experience, strong leadership skills, extensive college-level reaching experience, terminal degree in misic. Kinnk and satury commensurate with qualifications. Review with begin March 16, continuing until nostion is filled. Send application packet and cunfidential file to. Dr. Martin Shapiro, Chair Search Committee, Department of Music. Fort Hays State University, Rays, Kansas 67601. AAEQE. Women, minorities and persons with disabilities are en-

mony supposed development and program the property of the prop

DIRECTOR OF BUDGETS Illinois State University

lilinols State University Invites applications and nominations for the position of Director of Budgels. This position reports to the Vice President for Business and Finance and has responsibility for coordinating institutional long term budget and planning activities. Integration of capital and strategic planning models, guiding development of annual operating budgets and participating in planned integration of auxiliary/bond revenue/fee model development. The position coordinates the budget development process with state agencies and other reporting bodies and develops supporting financial and statistical information. The position provides consultative and coordinative activities for development of management initiatives in all areas reporting to the Vice President.

The successful candidate should have a bachelor's degree and five years' experience in accounting, business administration or related ficids, with 3 years' professional experience in a supervisory or managerial capacity that provided knowledge of methods, plans, and practices of state/governmental accounting with budget emphasis and a knowledge of modern computerized record keeping, including microcomputer spread sheets. Experience in higher education a plus, Successful candidate will have strong analytical and presentation skills. The position will be filled by June 30, 1992.

Salary is competitive and dependent on qualifications.

In order to assure consideration, submit resume and at least three letters of reference by April 15, 1992 to:

Beity Zimmerman, Secretary Director of Budgets Search Committee Office of the Vice President for Business and Finance

ILLINOIS STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OP-PORTUNITY EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

UNIVERSITY OF ROCHESTER

RESIDENT DIRECTOR

Two challenging loadership positions for the new professions) Interested in a diverse experience, energetic colleagues and a dynamic environment. General responsibilities include providing critical restdential living and student affairs functions to a residential area; performing assigned business operations and functions for the area; and departmental professional responsibilities. One position is in a traditional residence hall area housing 1200 students, 45 staff, three faculty-in-residences, and seven special interest housing programs. The other position is in an underclass apartment-style area housing 700 students, 18 staff and two special interest programs. Qualifications include residential living experience and master's degree (preferred) in a related area. Compensation base is \$16,500, apariment, utilifies and liberal benefits. Applications received before April 8th will receive first consideration. Candidates must submit letter of interest, resume, and the names and contact numbers of three references, with feiters to follow, to: Resident Director Selection Committee, c/o Dr. Logan Hazen, Director, Office for Residential Life, 110 Anderson Tower, Roclaster, N.Y. 14827.

Equal Opportunity, Affirmative Action Employer

LIBRARY DIRECTOR Ohio Dominican College

Growing Catholic Liberal arts college (1400+) in a dynamic metropolitan area seeks a Director to take responsibility for administration and supervision of all library programs and services.

Accredited by the North Central Association of Colleges and Secondary Schools and the Ohio College Association, Ohio Dominican is a Catholic liberal arts college in the Dominican tradition which offers students a career-oriented liberal arts education in a setting conducive to Intellectual exchange, personal growth, and the development of enduring values.

Personal grower, and the development of emoting values.

The successful candidate must have the ability to lead a talented staff in making the library an integral part of the academic conflictum and community. He'she will oversee the automation of the library. The Director reports to the Vice President for Academic Affairs. Qualifications: M.L.S. from an A.L.A. accredited institution, managenal experience in an academic library setting, demonstrated ability to work effectively

with faculty, staff, and students. The Search Committee will begin reviewing applications immediately for ap-pointment effective July 1, 1992. Salary is in the mid thirties. Letters of applica-tion including a current vita should be sent as soon as possible to:

Elizabeth Noe
Office of the Vice President for Academic Affairs
Ohio Dominican College
1216 Sunbury Road
Columbus, OH 43219

Onio Dominican College is an equal opportunity employer.

Carolina, a strongly supportive community with outstanding cultural and iscallectual opportunities in the beautiful western Piedmonn region of the state. Applications received by March 31, 1992, will receive highest priority. A letter of application, which is a considered to the current references should be sent to P. Robert L. Spuller, Vice Precident and Dean for Academic Affairs. Bra. 7420. Lenoir-Rhyne College in an Equal Opportunity Employer.

Employer.

Musici Assistant Professor of Music, Tentre-track position to teach Music History,
Ilierature, and Theory, MM required.

Courses include Music for the Linear,
Rudments of Music said Applied Keyboard
and Music Reading. The position includes
and Music Reading. The position includes
directing the choral ensomble and suistence with musical hearts production. Said
say competitive. Appointment effective
any competitive.

Employer.

Munici Instructor, Master's degree in musica. Must have completed at least 18 andious esemester hours in the respective teaching eras. Must be qualified to teach instrumental applied music. Direct Stage Band and Pep Band, and such various music related courses. Must have the spilling to rech and communicate effectively. Two rearts full-time teaching experience in instrumental music desired. Prefer Stage Band teaching and/or performing experi-





NATIONAL TECHNOLOGY TRANSFER CENTER WHEELING JESUIT COLLEGE

Immediate Opening: Associate Director of Training and Development

Position Description: Responsible for working with the Director and staff in the design, development, implementation and assessment of high quality training programs for the National Technology Transfer Center. Training programs are for the purpose of enhancing and improving the transfer of research from Federal Research Laboratories and other research programs to the private sector. The focus of training program development will be on the design and delivery of short-term, Immediate Impact instructional programs. The Associate Director of Training will also be responsible for the planning and delivery of internal NTTC staff and college faculty training and

Qualifications: Doctoral degree or equivalent with specialization in engineering or technology education. Teaching and research experience at the university level. Background and experience in curriculum design and development in engineering and/or rechnology education. Minimum of three years business and/or industrial experience including responsibility for the design, development and delivery of training programs. Successful record of research and project grant development and administration.

Solary: Commensurate with background and experience.

Application Procedure: Submission of letter of application, three letters of recommendation, undergraduate and graduate school transcripts, and curriculum vitae together with related articles or publications concerning technology transfer and technology and/or engineering education. Send application to:

Director of Education and Training Attention: Shanthi Himalaya National Technology Transfer Cemer Wheeling Jeruit College 316 Washington Avenue Wheeling, West Virginia 26003. Closing date for application April 17, 1992.

Affirmative Action/Equal Opportunity Employer

DIRECTOR OF

CONTINUING STUDIES Indiana University Southeast

Indiana University Southeast is seeking an energetic, results-oriented person to develop and market noncredit programs oriented to businesses and professional development; coordinate General Studies degree programs and credit courses offered off-campus and on weekends; supervise professional and elerical staff of tive. Master's degree and demonstrated success in program development and marketing required; administrative experience in higher education preferred. Send letter of interest, resume and names of three references to: Director of Personnel, Indiana University Southeast, 4201 Grant Line Road, Box 92-6, New Albany, IN 47150. Screening of applications will begin March 31, 1992, and will continue until the position is filled. IUS is an Affirmative Action, Equal Opportunity Employer.

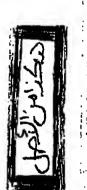
ence. Apply with letter of interest, résumé, copies of college transcripts and 3 letters of reference to Personnel Office. Central Florida Community College, F. O. Box 1388, Octo, Fiorida 32678. EOE.

reference to Personnel Office. Central Plorida Community College, P. O. Box 1388, Ocale, Florida 32678. EOB.

Musici Marchina Band Diroctor/Assistant Director of Bands. Clemon University aceks candidates for a tenure-track position. Qualified individuals must have a doctorate or equivalent experience and successful high school and/or college marching band experience. Brass or percussion background preferred. Computer-edited charling appearance Brass or percussion background preferred. Computer-edited charling appearance of Performing Arts. Secondary areas of responsibilities include: Charling and rebearance and successful with 280 piece Tiger Band, coordinasion and direction of the Pep Bands and resching as assigned in the Department of Performing Arts. Secondary areas of responsibility may include: lazz, concert particles for the confidence of the candidate's inference, experience, and/or trabing. For this consideration, applicanting, vitas there depends the properties of the candidate's inference, experience, and/or trabing. For this consideration, applicanting, vitas there deposits to the candidate's inference, experience, and/or trabing. For this consideration, applicanting, vitas there deposits the computer of the candidate's inference appearance of the candidate's inference, experience, and/or trabing. For this consideration, applicanting to the candidate's inference appearance of the candidate's inference appearance a

Music; Search Extended—Music Faculty.
Assispet Professor, tempre track, beginging September 1992 to teach undergraduate Instrumental Music and Music Education; also theory. Assist in tumervision of student teachers and supervise practices. Candidate expected to be productive scholarinist and to engage in professional service. Doctorale required; teaching experience preferred, Sond résumé, cover letter and numeriaddresses of three references by Armi 24, 1992 to: David N. Patterson, Chair, Music Dapartment, University of Massachusetts, Boston, 100 Morrissey Boulayard, Boston, Massachusetts 02113-

Music: Due to a typographical error, the University of New Orleans position announcement published February 5, 1992, was incorrectly listed as Music: Assistant Professor, tenure track—liezz. The correct, life of the position is: Music: Assistant Professor, tenure track. The remainder of the February 5, 1992 listing in correct.



DIRECTOR, INFORMATION SERVICES

RESPONSIBILITIES: Under the general direction of the College President, the Director, Information Services provides leadership in the management of innovative and quality information services to assist the College in meeting its goals and objectives. The Director plans the organization and operation of Information Services, which includes Administrative Computing Center, media services, facility and technical support. Monitors adherence to Collego technology standards; assesses liardware and software needs; consults on use of instructional technologies; advises on integration of data, video and voice technologies; provides for service of all computing telecommunications and media aquipment; provides direct support of NOTIS Library System; provides support to Institutional Research Services; supervises Information Services staff and prepares and administers the budget.

budget.

QUALIFICATIONS: Bachelor's degree required; Master's desirable.

Understanding of information services in a complex, diverse college
environment; comprehensive knowledge of principles of organization
and management of a targe institution; ability to organize and direct
the functions of a large support service department; ability to analyze
administrative problems and make appropriate recommendations;
ability to analyze situations accurately and take effective action; ability
to supervise employees and work cooperatively with all constituencios, ability to rotate to an othnically diverse population.

cios, ability to rotate to an ethnically diverse population.

GENERAL INFORMATION: Mt. San Antonio College is a comprehansivo, public community college tocated approximately 25 miles east of the Los Angeles civic centor. The college is situated in the beautiful San Jose Hills within an hour's driving time from several beach and mountain resorts. The college serves a population of over 800,000 in 16 cities and communities. With approximately 41,000 credit and non-credit students and a staff of over 1,900, the college is one of the targest in the nation. Mt. San Antonio College is dedicated to serving a diversified and changing population through excellence in teaching and support services.

SALARY/SENEFITS: \$63,828-\$88.872/year. Excellent medical. dental.

SALARY/BENEFITS: \$83,628-\$88,872/year. Excellent medical, dental, WALANY/BENEFITS: \$03.028-588.872/year, Excellent medical, dantal, vision plan. Pald lifetimo medical for retiree and eligible spouse.

APPLICATIONS: A complete application must include: District application, résumé, two letters of recommendation and hanscripts. The acroening process will begin April 15, 1982. To receive application materials, please contact:

Personnel Office 714-594-5811, ext. 4225 MT. SAN ANTONIO COLLEGE 1100 N. Grand Ave., Walnut, CA 91789

An equal opportunity, affirmative action employer

DIRECTOR OF DEVELOPMENT

University of Wisconsin-Superior University of Wisconsin-Superior Foundation

The University and the University's Foundation seek an energetic individual to coordinate fund-raising efforts for the Foundation. The University serves northern Wisconsin with a total enrollment of 3,000. The Foundation, a separately incorporated organization with assets over 34 million, raises funds for University scholarships and institutional support.

Responsibilities include coordinating Foundation fund-rasing efforts and, in consultation with the University, developing and implementing programs as approved by the Executive Committee of the Foundation.

Qualifications: Minimum of a Bachelor's degree and three years' previous experience as a lund-valser in an institution of higher education or a non-profit

Salary: Competitive. Application and nomination deadline: March 23, 1992.

For full job description, send resume, letter of interest, and three letters of reference including telephone numbers (under separate cover) to Chair, Development Director, Search and Screen Committee, University of Wisconsin-Superior, 1800 Grand Avenue, Main 337, Superior, Wi 54880.

Under court-approved settlement of litigation seeking records for searches in Wisconsin, we are required to make available upon request one alphabetical list of all applicants and nominees without differentiation, within two days of request, following the closing date.

The University of Wisconsin-Supenor is an Affirmative Action, Equal Opportunity Employer and Educator.

Physical Education / Adapted; Tenching/
Program Lendership, Physical Education for Exceptional Individuals. Provide program coordination and leadership for a minor and sid-on certification in Physical Education for students with disabilities. Teach required courses in: Introduction to Adapted Physical Education. Assessment and Freecription for Students with Disabilities, Narmal and Abaurman Motor Development, Criticulum Developments for Students with Disabilities, natural and Disabilities, natural and Theory. Advising of students in Adapted Physical Education aminor and add-on certification. Supervision of student teachers expected. Qualifications: Templaal degree required. Emphasis in adapted physical education and physical espected. Qualifications: Terminal degree required. Emplicials in adopted physical education extendint, with support areas in elementary physical education and motor development. Three years of public school teaching required in adapted physical education. Demonstrated abality to maintain chise university-public school telations to propositive abality to maintain chise university-public school telations whiles. Appointment due: Fall Scinctier, 1992 thate August. Rank and Sabary; Salary usgalidals and dependent upon experience. Rank at Assistant Professor or above with Ph.D. and experience. Faculty tenure track. Application Professor or above with Ph.D. and experience. Faculty tenure track. Application Professor or above with Ph.D. and experience. Faculty tenure track. Application Professor (Encircipity credentials. Send to. Dr. 1917y Gotbam, 130 Quanta (Lynnashum University) of Wisconsin Stevens Podot, Stovens Polin, Wisconsin S4481; 4715 146-2405, Demillion April 14, 1992. An alphabotical list of all nontiness and applicants, without differentiation, may be released following the closing dute. Minorilos and women are especially encouraged to apply.

Physical Education/Athletics: Physical Education of the professor of the physical Education Physic

Physical Education/Athletics: Physical Edu-cation and Athletics staff position, Staff ro-sition for head Women's Soccer Coach and head Men's Tennis Coach at NAIA school that streams academic excellence. Coach and administer programs, teach physical

education courses assigned and other assuments as determined by the needs of the department and qualifications of the applicant. B.A. and M.A. required. Proven coaching and teaching experience in high school we college here preferred. Send letter of populcation, resumd, and references to: Max Senchris. Chairman, Physical Education Department, Whitman College, Walin Walia, Washington 93162. Deadline: April 15, 1992. Althrative Action. Equal Opportunity Employer.

Physics: Assistant / Associate professor, Ph.D., to teach various courses in physics, may plus teach courses in computer science and maintainnies, \$2,000-\$2,000-\$10,0 contract, Deadline: March 30, 1992, thati-ing August 78, 1992. Seed application, re-sumé, transcript and three letters of refer-ence to: Chairman, Division of Science and Mathematics, Rust College, Holly Springs, Mississippi 38035.

Physical Tenutre-track assistant professor pusition beginning August 1992. Teaching all college-level physics, laboratory and some mathematics courses, advising students, serving academic committees. The teaching lond is 15-16 hours each temester. Master's degree in experimental physics required, Ph.D. and teaching experience preferred. A strong commitment to excellence in teaching, \$19,000/am months, 40 hours/week, Mail resume to Academic Dong, Swe Bonnett College, 51 College Street, London, Kennicky 40741. EOF/AAE.

Physics/Engineering Instructor. Melicary County College, a comprehensive community college located in sorthern litinots, is seeking unaffled applicants to fill the potition of Physics/Engineering Instructor. Tenching responsibilities will consist of entropied to the control of the control of the county is covering courses in catclus and non-calculus based Physics. Technical Physics. Engineering

CURATOR

James Ford Bell Library University of Minnesota Libraries

The James Ford Bell Library is a unique collection of rare books, maps, and mainscripts dealing with the European Expansion from 1400 to 1800. The library was established in 1955 with the donation of 800 books from the private library of James Ford Rell founder of line General Hills Company in Moneapolis. Currently, this collection of original malerial comprises 15,000 rare books, 4,000 manuscripts, and 2,500 maps.

scripts, and 2,500 maps.

The Curator is responsible for the collections, services and programs of the Library. The responsibilities include: selecting new acquisitions from catalogs, anti-quarian dealers and bookseliers: provision of reference service to scholars at the University and worldwide; interpretation of collections to lacuity and students, teaching: preservation and restoration of collections. The Curator also serves a leadership role in the activities of the Associates of the James Ford Bell Library in developing public relations programs and fund-raising activities.

Assential: Applicants must have an ALA accredited MLS, or its foreign equivalent knowledge of rare book librarianship; minimum of five years' professional experience in a rare book library.

Destrable: An advanced degree in history or a related subject: strong record of publication and teaching: knowledge of Emopean languages; participation in professional associations. This is a twelve-month academic position with probationary appointment at the Associate Librarian rank or continuous appointment at the Librarian rank, and a infinimum salary of \$45,000.

retnimum Maiary or 149,000.

Applicants should send a letter of application discussing background and experience relating to the position and its requirements: a current resume; and names and addresses of at least three references to Barbara Doyle, Libraries Personuel Officer, 432 Wilson Library, 300 Hincheenth Avenue South, Minneapolis, Minnesota 5,9435. Applications should be postmarked by May 15, 1992 to be given consid-

The University of Minnesola is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, rolor, creed, religion, national origin, sex, age, markal stalus, disability, public ossistance status, veterans status, or sexual orientation.



Cortland College State University of New York

Curlland College seeks candidates for an Admission position as transfer credit criordinator. Responsibilities will include evaluation of advanced standing credit and advisement for applicants and enrolling students, working with faculty to determine course equivalencles, and the design of articulation agreements with other institutions. Occasional assistance with other admission work is also expected. Very popular, Curlland enrolls over 800 entering transfers annually.

A master's degree and prior credit evaluation experience are required; admission experience is desirable. Applicants should send a letter of interest, résumé and names of three references to:

Michael K. McKeon Director of Admission Coriland College P. O. Bux 2000 Coilland, NY 13045

While a committee will begin reviewing applications March 26, applications will be accepted until the position is filled.

AAVEOE

GLASSBORO STATE COLLEGE

College Store Director-Under the general direction of the Associate Vice President for Administration, the College Store Director is the primary operations manager and financial planning officer for the GSC College Store. The Director will be responsible for the efficient ordering of text-books, pricing policies, staff work schedules, operating hours, and budget planning. Responsibilities will also include supervision of one full-time Assistant Director, eight full-time staff members, four part-time staff members and approximately 20 student clerkicashiers. The Director will manage six internal departments within the store. The Director will also be responsible for a satellite store at the Camden Campus.

DATE: Duties to begin by July 1, 1992 SALARY: \$36,845-\$51,590

A Bactelor's degree required, and a Master's degree in a business related field is preferred. The successful candidate must have a working knowledge of merchandising and an understanding of accounting procedures. A minimum of five years' experience as an administrator in a college or university bookstore is required.

Send résumé and supportive materials by April 6, 1992 to: Edith Loigman, Chairperson Search Committee Personnel Office-Linden Hall Glassboro State Coffege Glassboro, NJ 08028

Giassboro State College is an Affirmative Action, Equal Opportunity Employer. Applications from women, minorities and the handicapped are encouraged.

Statics and Dynamics. Master's in Physics and commitment to working with beginning students required. Community college teaching experience dealerd. To apply, please submit resume, transcripta and names, addresses, and phone numbers of three references to: Nancy Loomis, Personnel Director, McHeary Commy College, 8900 U.S. Hishaws J4, Crystal Lake, fill-nots 60012. Employment date July 1, 1992. Application deadline April 3, 1992. EOE, MF.

of Florida is an Equal Employment Oppor-tualty, Affirmative Action Employer. Ap-plications consisting of a letter of interest and a curriculum vitue should be sent to: Margaret Conway, Chair, Dauer Chair Search Committee, Department of Political Science, 3324 Turliqueton Hall, University of Florida, Galnesville, Florida 32611-2036.

somel Director, McHeary County College, 6800 U.S. Highway H. Crystal Lake, Illinois 600]2. Employment date July 1, 1992. Application deadline April 3, 1992. EOE, MF.

Political Philosophy: The University of Wiscorsin - Milwaykee Honors Froarms wither to extend its closure date for the Bradley Assistant Professorship in political hilosophy (February 12 Chronicle) to March 31, 1992.

Political Science The Department of Political Science at the University of Florida invites applications by the Manning Dauge Embrent Scholer Chair at the level of full professor, beginning August, 1993, The Department Scholer Chair at the level of full professor, beginning August, 1993, The Department seeks application within American politics is open. Application within American politics is open. Application of Political Science of Political Science University of Idaho, Moscow, idaho 83843, Preference will be given to applications received



Southwest Texas State University San Marcos, Texas 78666-4615 AC512 245-2265

AREA COORDINATOR, RESIDENCE LIFE (Multiple Openings)

Salary: Commensurate with education & experience (12 month appointments Closing Date: Position(s) will remain open until filled. lab Number: 143

Southwest Texas State University is located between Austin and San Antonio, Texas, off Interstate Highway 35 In the scent. Texas Hill Country. The University has an estimilinium of 21,000 students with 5,000 living on-campus ty has an entrollment of 21,000 students with 5,000 living on-campus Provides direct supervision for the operation and personnel of the defined number of residence halls (5-9), and is also responsible for one of the following areas: (1) start selection and development; (2) Resident Assistant selection training, and class; (3) programming and research projects as assigned by the Dhector. Requires two years' previous residence hall experience with increased responsibility lit position. Master's degree in college student personnel, councing, education or a related field is pretened. Must have good oral and shiften communication skills, and possess storng interpersonal skills. Also includes apartment, meal plan, and university benefits. For application, please callistic 245-2557 or come by the Personnel Office, SWT, 101 Sessom, Suite #6. San Marcos, Texas 78666. Résumés alone will not be accepted. SWT is an AVIOE.

HALL DIRECTOR, RESIDENCE LIFE (Multiple Openings) Salary: \$1,364 Monthly (9 month appointment) Closing Date: Position(s) will remain open until tilled

Supervises, reviews and evaluates the performance of the Resident Assistant and student office workers. Is responsible for maintenance and custodial reports a required. Responsible for developmental programs and activities within the halfst. Chairs or serves on various Residence Life committees. Coursels with residents on disciplinary matters, academic and social problems and adjustment college life. Provides leadership in a continuing effort to enhance the occampus living environment and is involved in special assignments and/or projects as assigned by the Director of Residence Life. Qualifications include Bachelor's regree with experience in residence hall living and programment. The Hall Director lives in a residence hall apartment, meal plan and unversible benefits are provided during appointment period, for application, please call (\$1.2) 245-2557 or come by the Personnel Ottice, SWT, 101 Sessom, Suite \$6, San Marcos, Texas 78666. Résumés alone will not be accepted. SWT is an AW EOE. Job Number: 144



RESIDENT DIRECTOR (APS-1) (Sr. Resident Advisor)

We are an innovative Residential Life program that strives for the excel-lence that a diverse staff can bring. We invite you to explore joining our staff for the 1992-93 acudemic year. The Resident Director position is a twelve month, live-in position responsible for the overall development of student personnel program for 400-600 residents with summer assign-ments.

ments.

REQUIREMENTS: Demonstrated effective administrative and managerial experience in residence halls including staff supervision and training, counseling, advising, and programming for diverse college students. Salary \$28,400 per year (less approximately \$320 per month for apartment and ments). Position available Juty/August (negatiable) with the possibility of reappointment for additional year. Primary consideration for resumes received by 4/3/92. Open until filled. Please note if you are attending ACPA or NASPA. Refer to Jub #92-01-028 BP. Send résumé to:

Personnel Services/Employment Unit University of Culifornia Santa Barbara South Hall, Room 3607 Santa Barbara, CA 93106

UC Santa Barbara is an Affirmative Action, Equal Opportunity Employer committed to festering diversity in its faculty, staff, and student body and welcomes applications from minorities, women, and persons with disabilities.

before April 15, 1992. The UI is an AA/EO employer.

Pulitical Science: Bluefield State College, full time renure track appointment beginning August 19, 1992. Salary and rank will denend on credentials and qualifications. Duties of the position include some evening teaching. A Ph.D. in political science is required and college-level teaching experience is desired. We seek a highly qualified person without repard to age, gender or ethnic background. We especially invite applications from individuals who are members of minority groups. Review of applications will begin turnedistery and will continue utility position is filled. Please send a letter of application, resume, three references who may be contacted, and official credential-confirming transcripts to Personnel Director. Bluefield State College,

Political Sciences The Government Department Invites applications for a term ap-

sonner Director. Hutcheld, West Virginia 24701. EOE/AA Employer.

Political Science: The Government Department at Hamilton College Invites applications for a one-year visiting appointment in the Arisistent Professor of Instructor level. There may be a second visiting appointment in this area as well. Teaching load is five semester courses. We seek candidates broadly trained in comparative political. For one of the positions preference will be given to candidates who can leach comparative political development and who can also teach courses in Latin Amorican or African politics. For the second, tentative position, specialization is open. Applicants should send a curriculum vine, graduate transcripta, and three letters of recommendation. Applications the position is filled. Send applications to David C. Paris, Chair, Department of Government, Hamilton College. 198 College Hill Road, Clinton, New York 13323. Hamilton College is an AA/EO employer.

Political Sciences The Government Department invites applications for a term appearance of Political Sciences in the control of Political Sciences in Political Sciences in the Control of Political Sciences in Political Sciences in the Control of Political Sciences in Political Sciences in the Control of Political Sciences in Political Sc

BULLETIN BOARD: Positions available

North South Center

DIRECTOR OF COMMUNICATIONS

Coordinates the editorial and publications offices as well as North-South: The Mugazine of the Americas, the Journal of Interamerican Studies, and the various freelance staff; develops North-South information systems and databases; establishes and supervises working procedures for the offices.

Structures and oversees the production process of all scholarly publications published through the North-South Center. Supervises the marketing and distribution of same. Editorial review of monographs and other scholarly papers as needed; oversees editorial process for all manuscripts. Edits and publishes the worth-South Center quarterly newsletter, annual report and other promotional pieces.

Qualifications:

• Ph.D. with specialization in Latin American

affairs, or equivalent Demonstrated research and publication record · Experience in publishing and editorial work

 Native fluency in English and Spanish (Portuguese welcome)

 Superior interpersonal skills Excellent writing and verbal skills

Salary negotiable. A complete University benefits

package is included. Send C.V., a professional portfolio, and the names of three professional references by March 27, 1992 to:

Dr. Jaime Suchlicki Executive Director North-South Center P.O. Box 248123 University of Miami Coral Gables, FL 33124

An Equal Opportunity/Afformative Action Employer A smoke/drug free workplace.



CLEMBON DIRECTOR

NATIONAL CONSORTIUM FOR ADVANCED GAS TURBINE SYSTEM RESEARCH

Applications has the position of Director of the National Constitution for Advanced Case labor System Research will be accepted notal the position is third. Initial cardidate receiving will begin Match 3tt, 1942. The Director will also assume the rule of Associate Discor of the South Cardina Fuergy Research and Development Lener 184 (RDL). The successful cardidate will provide coordination of the testing according to the Advanced industrial gas turbine systems. The Area will be responsible for working with a constitution of developers, universities, and technical over. The program will focus of assacred design systems that will lead to very high efficiency unfunes using natural gas and cool-derived fuels. Qualifications also us fude a technical degreest in an area coolsy able to energy systems and gas turbine lecturology. Occupantiated project and pagent management skills are also important. Advanced degrees are deviable but not squared, A strong background in thermal sciences with emphasis in advanced gas turbine visions also destribute.

Cardidates should send a resume and the trainers, addresses and phone numbers of four II responses to. The Learners and the trainers, addresses and phone numbers of four II responses to the Learners.

Candidates should send a resume and the mannes, pildr, sees and phone numbers of four fundaments should send a resume and the mannes, pildr, sees and phone numbers of four fundaments from Kercarch and Development Center, Clemson University, 386-2 Culting Assessing Clemson, 5C 29634-6929, Additional Information may be obtained by calling 7803 656-2207. Clemson University is an Equal Opportunity, Affirmative Ambion Employer.

repara Administration: Program Coordinate, The Venture Consortium, an 8-college consonium based at Brown University, seeks coordinator for college internshulf to placement programs. Responsibles are to develop appropriate job; wat closely with each member campate owners program persistent work on the constant of the

April 1, 1992. An EEO/AA Employer.

Pythology: The Department of Psycholugy and Social Work at the College of Silmust with work at the College of Silmust with work at the College of Silmust with supplications for a full-true their position at the Assistant Professor the beginning August 1992. The applicant should apply the interested in heaching a wide most of addergraduate psychology and human of applications as a silmust of applications of application, vita, and application appli

transcripts, tample sylinhi, and three let-ters of recommendation to: Ms. Joanne Coucoran, Psychology Search Secretary, College of St. Francis, 500 Wilcox Street, Joinet, Illinois folds? Review of applica-tions will beain April 15, 1992 and continue until the position is filled. Psychology: West Virginia University, De-partments of Ancythesiology and Behavior-al Medicine/Psychiatry have an opening for a Ph.D. Psychologist at the Assistant Po-fersor less 1 to 2001, our university less 1 to 2001, and

Psychology: West Virginia University. Departments of Anesthesology and Behavior and Medicine Psychologist at the Assistant Processor level to som our interdisciplinary pain management team. Applicants should have knowledge of inplicational program of patients of control pain in a rehabilitation setting. Applicants should have an interest in providing a street management program for adult cancer patients. The protition also reduces a commitment to respect the chings, and supervision of management to respect the chings. And supervision of management to respect the chings and supervision of management training and elevery, with special focus on organizational focus organizations for production for formation for production for formation for production for formation fo

Psychology: Psychologist IV (2 positions).
Dutes invalve providing counteing services as not of large, multi-disciplinary staff including psychologists, psychologists, so

Faculty Position

Mathematics/Physics

M.S. Degree in Mathematics and M.S. Degree in Physics required. Six years' experience in college teaching lit mathematics/physics including algebra, trigonometry, calculus, physics for mechanics, electricity, heat, light and sound, and statistics. Education, training, and/or experience in special eduand/or experience in special edu-cation. \$20,107 to \$25,134 for a cation. \$20,107 to \$25,134 for a nine month letter of appointment. Tenure track. See position announcement for all requirements. Closing date for consideration. March '20, 1992. Send resumé, cover letter, college application, three current letters of recommendation, and transcripts to:

Salt Lake Community College Personnel Services Office 46(0) South Redwood Road P. O. Box 30808 Selt Lake City, UT 84130 Phone (801) 967-4210

An Equal Opportunity,

UNIVERSITY

DEAN and DIRECTOR Of The Marion Campus of The Ohio State University

The Ohio State University Invites nominations and applications for the position of Dean and Director of the Marion campus.

As one of four regional campuses of The Ohio State University, Marion offers the first one to two years of Instruction for most majors, a two-year Associate of Arts degree come upper division courses, a baccalaureate degree in elementary aducation, and graduate courses in Education. It curronly serves 1,000 commuter students with 30 full-time and 45 part-time faculty.

The Dean and Director is the academic leader and administrative head of the campus, has administrative responsibility for its personnel, program, facilities and operating budget, and reports to the Senior Vice President for Academic Alfairs and Provost of The Chio State University.

Candidates for this position should have:

ean earned doctorate;
 ea domonstrated record of teaching and scholarship;

excellent communication and interpersonal skills;
 demonstrated academic leadership and organizational management skills;
 experience in student requilment, development, and fund raising;

.commitment to affirmative action for faculty, staff, and students.

The application should include a comprehensive letter expressing interest and describing qualifications, a curriculum vita, and the names, addresses and telephone numbers of five references. It should be

Dr. Gregory S. Rose, Chair Marion Campus Dean and Director Search Committee, Olfice of Academic Alfairs 203 Bricker Hall, 190 North Oval Mall, The Ohio State University, Columbus, Ohio 43210-1358

The Search Committee will begin screening dossiers after March 31, 1992, but will continue to receive minations and applications until the Dean and Director is selected.

The Ohro State University is an Equal Opportunity, Alimintura Actan Employer
Warran and minoring are encouraged to apply.



estern State College of Colorado, Gunnison, Colorado 81230

AREA COORDINATORS IN RESIDENCE LIFE

Western State College seeks Area Coordinators. The college has a student population of 2,500 and is located in Gunnison, Colorado near Crested Butte and Monarch Ski areas. Committed professionals desiring to become part of an exciting and developing residence life program in the midst of the Cotorado mountains should apply.

RESPONSIBILITIES: Supervision of a Residence Hall Complex, training and supervision of the stall, and puricipation in the implementation of governance systems and welfaces programs. Collateral participation in Student Affairs or the college will be especied. QUALIFICATIONS: M.A. in student personnel or equivalent work experiences be-yund the B.A. is preferred. Preference given to candidates with experience in residence halls and a commitment to the field of student affairs and higher education.

halls and a commitment to the field of student affairs and higher education.

(:DMPENSATION: Salary competitive, for 10 months, with apartment for 12 months, purtial board and excellent frings benefits for Area Coordinators. The salary ranga is from \$13,000 to \$15,000. The regular yearly contract is from August 1 to June 1.

APPLICATIONS: Submit cover letter, résumé, cardentials and three letters of recommendation to C. M. Churchill, Asst. Denn of Studential/Inector of Residence Life, 123 Meors Itali, Western State College, Quantison, Colorado 81231. Applications accepted until the positions are filled. Position starting date is August 1, 1992, Interviews will be conducted at Oshkosh Placement Exchange, ACPA and NASPA.

Western State College is an AA/EO Employer Women and minorities are encouraged to arealy.

Michigan State University PLANNED GIVING OFFICER

Michigan State University, a pioneer land-grant institution founded in 1855, is one of the nation's 10 largest indiversities. More than 42,000 students in over 100 programs are taught by 4,000 faculty in 14 degree-graming colleges. More than 1,000 of its 5,000 areas are developed as one of the nation's most beautiful campuses. The Big Ten-AAU university is located in the state capital, Lansing, in south central lower Michigan, 85 miles from De-

The Planned Giving Officer will assist the director to plan, organize and implement the operation of a comprehensive planned giving program at Nichigan State University. Dunies will include prospect identification; cultivation and closing of planned gifes; follow-up and administration of existing vation and closing of planned gifes; follow-up and administration critivities with expectancies and life income plans; coordinating solicitation activities with the university's major gifts officers and working with volunteers.

A Bachelor's degree in marketing, public relations or equivalent is necessary. Five years of related and progressively more responsible or expansive work expenience in professional fund raising is required. Submit two resumes and refer to position #\$10100 by March 27, 1992:

Employment Office Office of Human Resout 1407 S. Harrison Road Michigan State Universit East Lansing, MI 48824

School of Business Administration Five administrative positions, described below, are evallable in the School of Business Administration for 1982-93. All positions require strong interpersonal, managenal and organizational skills. The salary for all positions depends upon the candidate's education and experi-

GEORGE MASON UNIVERSITY

Director, Graduate Placement and Career Dovelopment; requires Mester's degree in counseling or related field; three to five years' experience in college recruitment, graduate placement, or career development in a business school environment, and working knowledge of computer systems.

Director, Graduate Admissions: Cirector, Craquete Admissions:
requires Master's degree in business or education, or equivalent combination of education and extensive relevant experience, minimum of
two years' recruitment end/or edmissions related experience in a business school environment; and working knowledge of computer systems
and extensions.

and scoulde.

Director, Academic Administration and Student Services:

Department of two or more years' experience in academic advisfield and minimum of two or more years' experience in academic advis-

ing in a higher education setting. Associate Director, Academic Administration and Student Support Services:
Servic

Associate Director, Executive MBA Programs
Associate Director, Executive MBA Programs
requires Master's degree in business, education, or related discipline;
and experience in an academic setting with graduate professional program development and promotion, or an equivalent combination of aducation and extensive relevant experience.

cation and extensive relevant experience.
George Meson University rests on 583 wooded scree in Ferriex County, Virginia 16 miles from the nation's capital. The School of Business Administration enrolls approximately 3200 students and is accredited at both the graduate and undergraduate levels by the American Assembly of Collegiate Schools of Business (AACSB).

Send vita and cover letter by March 30, 1992, to: Dean's Office, School of Business Administration

Ceorge Mason University

Fairfax, Virginia 22030-4444

TEL (703) 893-1880 • FAX 883-1809

George Mason University is an Equal Opportunity, Affirmative Action Employer.

Canter, The University of Texas at Austin, P. O. Box 8119. Austin, Texas 78713-8119. Applications from members of under-represented groups are encouraged. The University of Texas at Austin is an Equal Opportunity. Affirmative Action Employer.

Psychology: St. Olaf College seeks a social psychologist with developmental interests for a two year leave replacement, Assistant for a two year leave replacement, Assistant for a two year leave replacement, Assistant Professor level, beginning September 1992. Ph.D. required (ABD possible). Teaching will include imreductory, social, and developmental topics. We seek: to appoint interest and women who are well-qualified in their fields, who have a strong interest in understrailunte reaching, and who are concerned with the religious and moral distensions of life and learning. Send application letter: curriculum vitae, and iteiters of reference by April 1 to Wesley Brown, Senich Committee, Department of Psychology, St. Ondr. College, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf is a college of the Ewangelical Luberan Chiefe, Northfield, Minnesota 55057. St. Olaf college is an equal opportunity employer.

Psychology Department of Psychology St. Ondrough St. Olaf College is seeking to Psychology with demonstrated access in undergraduate teaching of College is an experiment of the viberand and specific of the St. Olaf College Luch St. St. Olaf College is seeking to Psychology with demonstrated access in undergraduate teaching of College is seeking to Psychology with demonstrated access in undergraduate teaching of College is subdiving the psychology with demonstrated access in undergraduate teaching of College is subdiving the psycho

an equal opportunity employer.

Psychology: One-year assistant professor abbatical replacement available to the Psychotogy Department of a therm arts college. A fully-equipped operant aboratory, capable of handling both rats and pissons, and four IBM computers are available for undergraduate research training. There is also a full-time tab technician who will report to the successint applicant, we profer an individual who conducts animal research, most likely someone in Learning or its subdisciplines et a. behavioral ripurmacology, behavior analysti, or related neuroscience areas. Baldwin-Wallace is a private, coefficially approximately 4800 undergraduate and gruduals studied in 15 vacademic areas. Please aend by April 15; wits, evidence of evaluated teaching apprehence, representative repoints, and three letters of recommendation to Dr. Michael Dwyer, De-

pertment of Psychology, 275 Eastland Road, Buldwin-Wollace College, Berea, Ohio 44017; fax 216-826-379; Affirmative Action, Equal Opportunity Employer,

Prychology: Sullivan County Community College is seeking to fill a tenure-track Psychology position available in Fall 1992 semester. Master's in Psychology required: Ph.D. in Psychology with demonstrated auccess in undergratuote teaching of General Psychology preferred. Salary to \$30,000 plus benefits. Send letter of smplication, resume and 3 letters of recommendation by Aprilo, 1992 to: Office of Persongel Services, Sullivon County Community College, Loch Sheldrake, New Yushg-12759, AA/EO College.





Administrative **Openings**

Santa Rosa Junior College is located 52 miles rigith of Can Francisco in the neart of the Sonorna County wine country A publicly funded California Community College founded in 1918, Santa Rosu Junior College serves maie than 33,000 students per semester. Santa Rosa Junior College is now accepting applications for the following full-time, twelve months per year Administrative positions:

Position

Closing Date

Dogn of Instruction. Occupational Education

4/17/92

Assistant Dean, **Health Occupations**

4/17/92

Athletic Director

4/17/92

(ull appointments confingent upon Board Approval)

FORMAL APPLICATION REQUIRED

To receive application materials, please contact: Parsonnal Department, Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa, CA 95401 (707) 527-4688

FAX: (707) 527-4967 An equal opportunity/affirmative action employer

Santa Rosa Junior College 1501 Mendocino Ave., Santa Rosa, California 9540

SOUTH PUGET SOUND COMMUNITY COLLEGE



South Puget Sound Community College invites applications for the following administrative positions: DEAN OF AD-MINISTRATIVE SERVICES. Master's degree required. DI-RECTOR OF COLLEGE ADVANCEMENT. Bachelor's degree required, Master's degree preferred. DIRECTOR OF PUBLIC EMPLOYMENT TRAINING. Master's degree re-

Applications received by March 31, 1992, will receive full consideration. Later applications may be considered until position is filled. Salary is competitive with Washington community colleges. Excellent benefits package. For application information contact the Personnel Office, 2011 Mottman Road SW, Olympia, WA 98502 or call 206/754-7711, ext. 360. AA/EOE.

ENROLLMENT MANAGEMENT DIRECTOR

Small private college seeks energetic, creative, articulate leader to plan and implement undergraduate recruitment and retention efforts. Knowledge and experience as college Admissions Director, background in financial sid budgeting and packaging, required. Available Spring or Summer. Letter, résumé, reference addresses/telephone numbers to:

Vice President for Academic Affairs

AA/EOE

Psychology: Eureka College is seeking a psychologist for a tenure-irack position in experimental psychology. Special consideration will be given to those with teaching research experimental psychology will ulso be considered. Teaching learning sections of General Psychology. Looking for generalists who enjoy teaching, learning and interaction with faculty and students in other disciplines. Strong liberal arts environment. Good faculty development opportunities. Rank is open. Ph.D. required. Begin Angust 15. 1992. Eureka College is a private liberal arts college related to the Christian Church (Disciples of Christian and is committed to the inquiry and excellence in undergranduate major in psychology. Marshall has an indeed and all college innescripts by April 15 to: Dr. Gasy is, Gammon, Denn of the Col-

Psychology: Faculty position in Clinical Psychology: Marthell University bas an Assistant/Associate Professor position available itenure insci; rank based on prior experience) for Fall, 1992. Requirements: Doctormic in Clinical/Professional Psychology preferred; ABD applicants from clinical/professional Psychology departments will be considered. License profesred; illectures eligibility in West Virginal 1981 full idensition attained within two years) required. Prior college-level teaching experience is tulo preferred. Marshall has an undergraduate major in psychology, and graduate (M.A.) programs; in clinical and general/uncortical psychology. Position requirements include undergraduate and graduate teaching, practicing turpervision, research and service. Candidates with a

CONTROLLER

University of Southern Colorado

The University of Southern Colorado, a small regional university, is seeking candidates for Controller. Reporting to the Vice President for Business Services, the Controller is responsible for university-wide administration of all accounting operations including but not limited to annual audit; preparation of all financial reports, financial analyses: accounts payable/receivable; payroll; student loans; and all other accounting functions.

student loans: and all other accounting functions.

QUALIFICATIONS: Bachelor's degree in accounting or related area from an accredited institution and five [5] years of related experience, three of which are required to be at the supervisory level. A Master's degree or CPA is highly desirable. Experience in higher education is preferred. Candidate must have extensive knowledge of Generally Accepted Accounting Principles (GAAP) as they apply to universities, working knowledge of business principles and computer applications for financial operations, and state and federal policies and procedures for accounting and reporting. Must demonstrate ability to communicate effectively both orally and in writing and to work successfully in a multicultural academic environment.

STARTING DATE: June 1, 1992 SALARY: Dependent upon qualifications

CLOSING DATE: Open until filled. Screening will begin on April 10, 1992. APPLICATIONS: Include 1) letter of application, 2) current resume, 3) list of three references including names, titles, addresses, and phone numbers to:

Robert Mason, Chair Search and Screen Committe University of Southern Colorado 2200 Borforte Blvd. Pueblo, CO 81001-4901

THE UNIVERSITY OF SOUTHERN COLORADO IS AN EQUAL OPPORTUNITY EMPLOYER.

MINORITIES AND WOMEN ARE ESPECIALLY ENCOURAGED TO APPLY.

......

The University of Tennessee, Knoxville PROGRAM ADVISOR

FRATERNITY AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying condibites for the position of Program Advisor—Fraternity Affairs.

Qualifications: Barchelor's degree required. Master's degree preferred. Demonstrated experience in fraternity affairs, either as advisor or national

Starting Date: August 1, 1992.

Salary: Commensurate with education and experience. To qualify as a candidate for the position, a résumé and list of three references about be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is lilled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

DIRECTOR, STUDENT HEALTH

The University of Wisconsin-Madison invites applications for the Director of its University Health Service. The Director administers a program with 57,000 visits annually and 72 FTE staff and reports to the Vice Chancellor for Health Sciences. Starting date is negotiable, between July 1992 and January 1993. Academic appointment is possible.

Qualifications include M.D. degree with board certification or Ph.D. degree. Also required are substantial administrative and clinical experience at a major university student health program or in a related area, excellent communication skills and proven leadership ability. Please send applications by April 17, 1992 to:

UHS Search Committee Office of the Vice Chancellor for Health Sciences University of Wisconsin-Madisor 610 North Walnut Street, #707 Madison, WI 53705

An Equal Opportunity Employer. Applicants' and nominees' names, titles and addresses cannot be kept confidential.

range of research and clinical interests are encouraged to apply. Candidates should demonstrate their areasement to teach us.

and General Salars competitive Applications App demogariste their preparation to teach undermanduate courses (e.g., introduction
to psychology, absorband), and graduate
courses (e.g., introduction
to psychology, absorband), and graduate
coursework in assessment, treatment approaches with adults and/or children und
practicum supervision. Directing our training cilcide is also possible, depending on interests and credentials of the applicant.
Clinical and research opportunities in the
linusington area include the training cilnic
and collaborative efforts with the university's medical school and local mental health
apeccies. Salary and rank commensurate
with experience. Send either of application,
via, srachuste transcripts, and three letters
of recommendation to Dr. Martia Amerikaner, Chnir; Department of PsycholosyMarshall University, Hundington, West
Virplial 21755-2672. Applications will be
reviewed beginning April 15, 1992, and will
conduce until the position is filled, An EGV
AA employer; women and minority applicants are especially encouraged to apply.

Psychology: Experimental Psychology-University of Wisconsin-Platieville; Assistant Professor, temre track position begin-sing August 2), 1992. Preferred qualifica-tions: Ph.D. in Experimental Psychology in the professor program and teaching experience. Minimum: ABD in Octatal Experience at Psychology with ability to teach courses in General Experi-

urater temping load in areas of experiise and General, Selary competitive, Application deadline: April 6, 1992. (An alphabetical list of all nominees and applicants, without differentiation, may be released following the closing date.) Send with, transcripts and three letters of reference to Dr. William Miller, Chair, Search and Screen Committee, Department of Psychology, University of Wisconsin-Pinteville. I University Plaza, Platteville, Wisconsin-31818. Minorities and women are especially encouraged to apply. UW-Platteville is an Equal Opportunity, Affirmative Action Employer.

my, Attirmative Action Employer.

Psychologya Generalisa Ph.D. for ABD) to leach at small liberd arts college. Courses may include introductory, research methods, tests and measumements, lifespan development, social statistics, and physiological psychology. Successful college teaching operience required. Initial one-year appointment with likely renewal and multiple year contracts. Salary and rank negotiable. Amplicants must arrange to have three letters of reference and sill transcripts sent and submit a letter of application and vita to Ray Owaboy, Dean, School of Arts and Sciences. Westminster College of Salt Lake City, 1849 South 1300 East, Salt Lake City, Utah 84 (8). Deadline for receipt of all materials is March 30, 1992.

Psychology: University of Florida, We in-vite applications for up to three anticipated

LAKE-SUMTER COMMUNITY COLLEGE

Construction with the design of the state of

Lake-Sumter Community College, new collabrating its 30th year, is one of the 28 colleges in the Florida Community College System. It is acredited by the Southern Association of Colleges and Schaols and confession that Associate in Aris and Associate it Science degrees. During the content year, the college has an colled over 4000 credit students and 3000 usus credit students. I.-SCC serves take and Semior Countes in Coultril Florida. The 114 acre compassionals the City of Leosbutt in an orea highlighted by rolling hills and annormal states which is repelly becoming a key residential community for Greater Orlando, less than one treaty.

DEAN OF EDUCATIONAL SERVICES

The Dorm of Educational Services is the chief academic office reporting detective to the child academic office reporting detective to the child seasons be for guiding the college's academic cuission and will focus on the implementation and evaluation of newdomic strategies in traditional transfer advector, stadent development, and vocational/occupational programs.

ideal development, and vocational/occupational programs.

Minimum Qualifications: The successful condidate must have an corned declarate; at host five years of full-time progressively significant experience in a community cultique in an administrative position higher than the departmental leval; successful experience in evaluation of programs and full-time credit instructors; evidence of the ability to provide intellectual leadership for nondemic change; evidence of strong leadership and attainistrative, interpressual, expensivalinal and consensus building skills; and a history of working successfully with people from diverse backgrounds. Community college credit leaching experience preferred.

Salary: Competitive and commensurate with experience. Candidetos wishing to be considered should submit a detailed letter of interest cultiming their educational philosophy and commitment, a current résumé highlighting achievements related to criteria moted above and the manns of at least three individuals with when the candidate as workers. Deadline for submission of materials is a postmark of April 3, 1900.



An Equal Opportunity Institution

Assistant Dean/Director of **Academic Support Services**

Juniata College invites applications for the position of Assistant Dear/Director of Academic Support Sorvices beginning July 1, 1992. We seek an individual to establish and develop a Treaching/Learning Center to Include peer tutoting, study skill development, assessment of student learning, and to be responsible for all aspects of student academic progress, including advisor training, representation of academic affairs in First-Year Orientation programs, and planning and traching a seminar for a fairly study and traching a seminary for a fairly study and the fairly and teaching a sominar for al-risk students.

We seek someone with demonstrated ability to design programs to encourage academic success. A Master's degree in a traditional liberal arts field and evidence of effective teaching are required; Ph.D., some administrative experience preferred. Sond confiction vitae, three letters of reference, and statement of educational philosophy to Barbara M. Rowe, Director of Personnal Services, Juniata College, Huntingdon, PA 16652. Applications will be reviewed as received until the position is filled.

AMEGE

DEAN OF FACULTY

The Wheeling, IL Campus of Forest Institute, a four campus Professional School of Clinical Psychology, is seeking Academic Administrator, Ph.D. in psychology or Psy.D. required. Teaching experience, preferably at graduate level, required. Three-five years' administrative experience desirable. Send letter of application, three letters of recommendarion, and résumé to President's Office, Porest Institute, 200 Glendale, Wheeling, 1L 60090. Equal Oportunity

FOREST INSTITUTE OF PROFESSIONAL PSYCHOLOGY

non-tenure Vishing Assistant Professor appointments. A Ph.D. is required in one of the following areas: social, developmental cognitive, sensory processes, experimental analysis, comparative, or physiological. Curriculum vitae and three letters of recommendation should be sent to Dr. Carol Van Hartesveldt, Department of Psychology, University of Florida, Gainesville, Florida 32611 by March 27, 1992. The anticipated starting date is August 7, 1992. The University of Florida is an Equal Opportunity, Affirmatice Action Employer and encourages applications from women and minorities.

Psychology: Ph.D. Psychologist. Any spe-cialization with the background to teach seared psychology, abaotmal psychology, and theories of personalities plus a course in one's area of interest. One-year subbati-cal replacement with possibility of an addi-tional year for someone with breadth in teaching. The course load is two courses per quarter for each of three quarters begin-

THE UNIVERSITY OF TEXAS AT BROWNSVILLE

BULLETIN BOARD: Positions available

Dean of Instructional Support Services

the University of Texas at Brownsville seeks an emirgetic, progressive professoral for the position of Ocan of instructional support Services. The Ocan of instructional Support Services is responsible for the supervision of instructional support services of the University including an advance computing, saming assistance, publications, media resources, and the filtrary. The resonabilities of the Ocan of Instructional Support Services in tude assisting toolty with instructional design and utilizing appropriate technicipy. The Ocan of Instructional Support Services will serve as Italian for resource development efforts, budget development, and the planning, development, implementation and operation of programs and tactifies to support instructions.

ion.
Qualifications, Doctorate preferred. Administrative expenence with successbil expenence in educational administration preferred. The Dean of instrucional support Services must ifermonstrate strong management and lendership
shills and ability to communicate effectively. Experience in personnel management and budget, planning, and implementing academic policies and
enabilishing goals and objectives is essential. Prior experience with library
operations, learning assistance, or comparable desirable.

operations, learning assistance, or comparable destrable. The University of Texas at Brownsville is one of filteen component institutions operated by The University of Texas System. It is located in the southern up of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas Mexico border. Its most unique characteristic is a recently formed purently with Texas Southmost College, a comprehensive community tollege located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, a combined faculty and a shared teaching nission to provide for continuity in curriculum, efficient use of resources, and high quality Instructional programs.

Salary: Competitive and commensurate with qualifications and experience. Starting Date: Early Spring 1992.

Application Deadline: Completed applications containing a letter of applica-tion, itsumé or vita, transcripts, and three letters of recommendation should be received by March 31, 1992. Candulates myted to interview may be required to submit additional information by the Search Committee. Applica-

Alexa Pfister, Acting Director of Fluman Resources The University of Texas at Brownseille 80 Fort Brown Brownsville, Texas 78520

the University of Texas at Brownsville, in partnership with Texas Southmost College, is an Affarmative Action, Equal Opportunity Employer, Women, minorities and Individuals with disabilities are encouraged to apply. UTB is a "Smoke-free Institution". Smoking is not permitted in any facility of the Homenia.

Principal and the state of the

Northwest College

ASSOCIATE DEAN OF INSTRUCTION

he Associate Dean of Instruction reports to Dean of Instruction and assists with operation of anathoric affairs. Assist the first has direct responsibility for academic schedulary, coordination fine and Minisessian, techniquent and development of part time willy, and coordination of academic afficulation with four year colleges and area high school. Reguls Tuly 1, 1992. Por more contingent on funding QUALERCATRINS: Master's degree required, distorate prefetted. College thing experience destrable. It specience with academic acheduling helpful Abdes to work in a collegial maturer with administrator, discrement afreesons, faculty, starf, and the general public electrical, NAI AltY Nepotable, depending upon qualifications. Competitive benefit package APPLICATION PROCEDURES. Send letter of application, resume, or the transcripts, three letters of recommendation, and any other relevant in longing to lance Reed-Bradley, Personnel Cifficer, Reference Joh 2212. formers College, 231 West South Street, Provell, WY 02435. Application feeled after April 7, 1992, will be considered at the discretion of the

ABOUT NORTHWEST

he college is located in annihwest Wyoning, about 70 miles from the east entrance of Yelfowstone Park and 90 miles with lings, Montane Powell is a city of 5,240, the economy of ship is based primarily on oil, farming, ranching, and concaunt fourth sed College is a two-year, largely revidential college of 2,000 students (about 1,000 full-time on campus). Northwell's 95 acts anyons includes 13 beautiful. difficultional huildings, five residence halfs, student apastment complex, and to center. The college serves students drawn from throughout the Ocky Mountain Region. It is committed to excellence in occupational and mile programs within the contest of a vitory liberal arts fradition. Nonlinear College is accredited by the North Central Association 1 ()

And from an APA-approved Clinical Psychology program is required; applicants obtained to demonstrate or provided a policant studies of each constrate or provided a policant studies and an extraordist and tracking. Send fetter inaccipit, and account to the constitution of the constituti

Public Administration: #F91/92-50. Assistant Professor. Inhib. Administration Openinas for two tenure-track, assistant professors beginning Fall, 1992, with a minut specialization in Public Administration. Expertise in teaching such courses as Finance and Budgeting, Personnel Administration, and Program Implementation and Evaluation is preferred. PhD. required. Experience in NASPAA accredited program desired. A strong record of teaching effectiveness, publication and research is essential. In addition to traching straction.

DIRECTOR OF

PROGRAM SPECIALIST

for the Mountain Plains Re-gional Resource Center at Utah State University. Specialist will assist state and local education

assist state and local education agencies in developing quality programs and services for intents, toddiers, children, and youth with disabilities and their families. Requires earned doctorate or master's degree in special education or closely related field; working knowledge and experience in implementing P.L. 94-142 and its amendments; demonstrated experi-

ments: demonstrated experi ence in consultation, inservice

ence in consultation, inservice training, validated instruction-al techniques and delivering technical assistance. Extensive travel is required. Salary: nego-tiable, commensurate with

tiable, commensurate with qualitications and experience. Closing date: 4/15/92 or until filled. Position will begin June, 1992. Send letter of application, résumé or vite, and names, addresses and phone numbers of at least three references to: Marifyn Jaacks, Assistani to the Director, Center for Persona with Disabilities, Utah State University. Logan, UT 84322-6800.

USU is an AA/EO Employer

Santa Clara University

Santa Clara University seeks a dynamic individual to be responsible for leadership, strategic planning, and coordination in applying information technology to all aspects of the University's educational, research and administrative activities. The Director reports to the Vice President for Academic Affairs, and works freely with faculty, students, and staff at all levels in asserting these responsibilities. Dutles also include mannging an organization of 33 employees and an operating budget of \$3 million in support of academic and administrative computing, personal computing, relectionmunications, and networking. The computing environment includes OEC and HMM mainfimmes, 1200 personal computers, and a Miles PBX. Santa Clara is both a BITNET and Internet node.

Human Resources Management Department Santa Clara University Santa Clara, Colifornia 95053

Sunta Clura University is an equal opportunity, affirmative action employer, vommit-ted to Excellence through Discretty, and, in this spirit, particularly welcomes applica-tions from women, persons of color, and members of other under-represented groups.

aire MPA courses, the teaching load also includes advanced underarnduate public administration courses as well as introductory American and Texas powersprent and politics. Salary is competitive, based on background and experience, Sond letter of interest, current vitac, transcripts, at lenst three current vitac, transcripts, at lenst three current letters of reference, samples of written work and leaching material (e.g., syllab) and course evaluations tto: Dt. Robert University Drive; Edinburg, Texas 7859. Deadline is May 1, 1992. Women and minorities are strongly encouraged to apply. UT-PA is an EEO/AA comployer.

Public Administration: Director of The Institute of Government, The University of North Carolina as Chapel Hill, Appolantions and noninations are invited for the pustion of Director of The Institute of Government, The University of North Carolina as Chapel Hill, Appolantions and noninations are invited for the pustion of Director of The Institute of Government, Appointment as Director is fur a five-year term, renewable in accordance with University policy. Appointment is to the faculty in a tenured pushion will also be made. The Institute of Inst

DEAN and DIRECTOR The Ohio State University at Lima

The Ohio State University invites nominations and applications for the position of Dean and Director of the Ulma campus of the Ohio State University. UNIVERSITY The Ohlo State University at Lima (OSU-L) is a regional campus of the Ohlo State University. It shares with the Lima Technical College (LTC) four main buildings located on a 555-acre campus in the northwestern Ohlo community of Lima (pop, 45,000). Its nine-county service area is

As one of the Ohio State University's four regional campuses, OSU-L offers the first one to two years of instruction for most undergraduate majors, a two-year Associate of Arts degree, and some upper division and graduate courses as well as a full baccalaureate degree in elementary education. OSU-L currently enrolls approximately 1500 students and employs 43 full-time and 35 part-time faculty members and some 40 administrative and classified staff.

OSU-L is seeking a dymanic, energetic leader who will work collaboratively and collegially with faculty, stall and students as well as with the co-located (but separately administered) Lima Technical College

The Dean and Director is the administrative head of the campus and reports to title Senior Vice President for Academic Affairs and Provost of The Ohio State University. The Dean and Director manages an annual operating budget of approximately 7 million dollars.

Candidates for this position should have the following qualifications:

An earned doctorate from an accredited institution.
 A record of scholarly, intellectual and professional achievement sufficient to be eligiblefor tenure in one of the academic departments of The Chio State University.
 Understatding of and commitment to the philosophy of a comprehensive university.
 Demonstrated leadership, organizational and managerial skills, and a commitment to participatory

governance.
Ability to develop and manage on institutional budget and indentify and developpmenties and

*Ability to everup and interlage at the state of the Columbus campus of The Ohio State strategic plans.

*Ability to establish strong working realationships with the Columbus campus of The Ohio State University and other regional campuses and to surve as an effective advocate for the Lima campus within the University and the community.

*Experience in student recruitment, development, and fund raising.

*Demonstrated commitment to equal opportunity and affirmative action.

Applicants should send a letter of application, current curriculum vita, and four letters of reference to: Dean's Search Committee, The Ohio State University at Lime, 222 Gelvin Hall 4240 Compus Drive

Applicants To assure full consideration, applications and nominations should be received by April 15, 1992. The Search Committee will begin screening dosslors on that date, but will continue to receive applications until the Dean and Director is selected. The Ohio State University is an equal-opportunity affirmative action employer.

INFORMATION SYSTEMS

Applicants for this position must have a vision of the growing role of inhymatian technology in higher education; a record of increasingly responsible management experience, preferably in a university setting; broad technical knowledge; and excellent interpersonal and communication skills. An advanced degree is required, and a Ph.D. with previous experience in university teaching or academic research is preferred.

The College: Jefferson College is a comprehensive community college local-ed 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational technical programs to over 4,000 students each year. The vocational/technical education program is highly respected throughout the area and has received state, regional and national recognition for excellence in education. Saula Chaa is a Jesuit, Cutholle, comprehensive university located in the leart of Silicon Valley. Founded in 1851, it is the oldest institution of higher education in California. Current enrollment is 7,700 undergraduate, graduate and professional students. Application deadline is April 15, 1992. Letters of application with resume, salary history, and the names of three references should be sent to:

Salary: Competitive. Jefferson College offers an excellent fringe benefit package including health and dental insurance, long-term disability, life insurance, a liberal leave and vacation provision, and an outstanding retirement program.

Applications must include: A letter of application addressing the qualifica-Applications must include: A leaf of applications are said the solutions, resume, copies of transcripts and three letters of reference. Completed applications must be received no later than April 1, 1992. Address inquiries and applications to: Dan Sisadman, D.A.
Vice President, Academic Affairs

Jeffarson College 1000 Viking Drive Hillsboro, MO 63050 (314) 789-3956, Ext. 300 It is the policy of Jetferson College that no person shall, on the basis of race, sex, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

JEFFERSON

Position Available: Dean of Vocational/Technical Education.

Responsibilities: The Dean of Vocational/Technical Education reports to the Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/tachnical education; prepries a yearly budget request, approves all related expenditures; recruits and recommends faculty; conducts research relevant to the operation and development of vocational/technical education in the College.

Qualifications: Master's degree required, Doctorate strongly preferred, minimum of five years' experience in an administrative position with at least three years at the associate dean level or commensurate experience in a position of similar responsibility; experience with Carl Perkins lunding, ability to provide direction for an ambitious and progressive vocational/technical uducation program in a participatory management environment; excellent communication skills. Teaching experience in a vocational/technical discipline and a working knowledge of Missouri State funding procedures is destrable. Available July 1, 1992.

Secondary field: Public Law and/or American Institutions. Ph.D., D.P.A. or A.B.D. Public sector administration experience desirable. Start Sentember 1993. Deadline May 1, 1992 or until filled, Mankato State University Mankato, Minnesona 35002. Dr. Kunkel, Dox 7, Minorities, women en-

Public Administration/Political Sciences Ariansas State University. Tenure-track position in rubilic administration/sinte-local government, starting August, 1992. Desired: Interest in the department's government research office, teaching experience, and a demonstrated potential for scholarship. Ph.D. spelerred; ABD's considered. Arkansas State University, located in Jonesboro, a city of 47,000 in northeast Arkansas, is a consurbensive state university with an entollment of 9,700. Seed letter of application, resume, and transcrints of college work (copies accepted) to Professor C.W. Hartwis, Chaft, Department of Political Science, Arkansas State University, State University, Arkansas 72467-1750; Fax 501-972-3834. Review of applications will begin on April 1, 1992. AA/EOE.

Reading/Language Arts: Earned doctorate in Reading/Language Arts or related field

with whole language orientation. Individuals with ABO status considered if deferred that is specified. Three years K-12 professional experience essential. Must have commitment to fletch-based alternative delivery, and collaborative methods of instruction. Primary responsibility for teaching courses leading to reading endorsement: the reading process, content area reading, adolescent increature, assessing and avaluating lateracy. Must be knowledgeable about current educational issues, willing to supervise student teachers, advise students, collaborate with bubliquathouts, actively participate in division and college initiatives and strive for excellence in every facet of the teacher education program. The Education Division is highly committed to attaining ethinle diversity in the composition of its faculty. Mine-month position starts August 18, 1992; salary range \$21,000-330,000, interviews will proceed as applicant screening occurs. Submit by April 3, 1992 letter of application, gratitional transcripts, current résund. Sietters of reference and home/office telephone numbers of 3 additional references to: Dr. Elican Wright, Education Division Chatter, Lewiston, Idade 3301; (203) 799-2260, fax (208) 799-2831, AA/EO Employer.





Oregon **Institute of** Technology

Dean

School of The Engineering and **Industrial Technologies**

Oregon institute of Technology, founded in 1947, is located on the sunny side of the crest of the Cascade mountain range and is one of eight institutions of the Oregon State System of Higher Education. It has 2,750 students at its main campus in Klamath Falls and an additional 250 at the OIT Metro Center in the Portland area.

The Dean is the chief anadomic and administrative officer of the School of The Engineering and Industrial Technologies and is responsible to the Provost for the academic activities of the departments of Business Technology, Clud Engineering Technology, Computer Systems Engineering Technology, Diesel Power Technology, Electronics Engineering Technology, Manufacturing Engineering Technology, and Mechanical Engineering Technology. The Dean provides creative and effective leadership in:

- Building and augmenting the reputation of the School's teaching
- haveloping and modifying programs and subject matter in keeping with the changes in rechnology
- Providing the appropriate educational experience in computer theory and applications for OIT students in all majors.
- Relating the School to appropriate employers, licensing agencies and professional societies
- Printeding the collegial atmosphere and scholarly productivity of the School.
- Involving the departments of the School in the delivery of quality off-compus education, meeting the needs of diverse populations and of the regional and statewide economies
- Strategic planning and fiscal management.
- An applicant must: Be qualified to be appointed as a professor or associate professor with fenure in an academic department of the School and for personal involve-ment in teaching, service, and scholarship
- 2) Have prior achievement at the level of department chairperson or equivalent.

 Send applications to

Oregon Institute of Technology Attn: Shelby Wilsdon, Personnel Director 3201 Campus Drive Klamath Falls, Oregon 97601-8801 (503) 885-1108

Applications or nominations will be accepted until the position is filled OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER



Associate Dean - Academic Affairs

Daemen College is a dynamic, growing, private, 4-year, non-sectarian co-educational liberal arts institution. Envolument is 1,600 on 37 acres in Amherst, NY a suburib of Bullalo.

The Associate Dean reports directly to the V.P. of Academic Affairs and assists In Curiculum coordination, program assessment, part-time faculty hiring, and academic advisement. The Registrar, Assistant Dean of Academic Advising, HEOP Director, Computing and Academic Resource Director, Community Service and Cooperative Education report to the Associate Dean.

Cualifications: Candidates should hold an earned a Ph.D., possess some administrative background, and should demonstrate excellent willing, research and speaking skills as well as an ability to interact with people. Candidates without significant administrative background who show potential for higher administration will also be considered. Salary will be commensurate with experience and other qualifications.

The position is available July 1, 1992. The application deadline is April 8, 1992. Submit letters of application to Dr. Charles J. Reedy, V.P. for Academic Affairs and Dean of the College, Daemen College, 4380 Main Street, Amherst, NY 14226. AAVEOE.

Recreation/Physical Education: The Univer-sity of North Carolina at Wilmington, Inju-mural Coordinatoc. Administrative assign-ment within the Office of Recreation and Intramural Programs, Division of Student Affairs. Responsible for, but not limited to. intramural Programs, Division of Student Affairs. Responsible for, but not limited to, overall riginating, assessment, and coordination of team, dust, and individual intendent storts programming. Duties include program. The program isolates endingered program registration; program and facility scheduling; recruiting, training, supervisors, officials and game personnet; budgeting and oversiting, training, supervisors, officials and game personnet; budgeting; facil salety and program risk munagament; may keting and advertising programs and leading officials and game personnet; budgeting; facil salety and program risk munagament; may keting and advertising programs and leading officials and supervisors, officials and game personnet; budgeting; facil salety and program risk munagament; may keting and advertising programs and leading officials and supervisors. The program and leading officials in the second of the regiment, Master's degree program and leading officials of the regiment, Master's degree program and deadline is May 15, 1992. As follows:

"The program such and send in comparison to a comprehensive during advertising and increase in related field regimed. Outdoor statement is a supervisor of the regiment of supervisors. The program and non-reciting and n

STETSON:

CAMPUS LIFE POSITIONS

Statson University is a private, coeducational, comprehensive, primarily residential and undergraduate institution with a strong tradition of excellence in the liberal aris and sciences, business, music and law. The University's Christian tradition is expressed in a values-oriented cucurricular program which emphasizes social/ethical responsibility. Undergraduate annollment is approximately 2000. The undergraduate programs are located on an attractive campus in a community of 25,000, about 20 miles west of Daytona Brech and 40 miles north of Oriendo. Letters of application are invited for the following positions:

Assistant Dean of Campus Life. Master's degree, 5-7 years' experience in Student Judicial Affairs.

Director of Residential Life. Master's degree, 5-7 years' post-graduate supervisory experience in residential life program.

Assistant Director of Residential Life. Master's degree, experience in residential life program, good motivator interested in staff development.

Ropresentatives of the University will conduct interviews through the placement services of ACPA and NASPA netlonal conforcaces. Women, racial and ethnic introfiles are strongly encouraged to apply. Please sent curriculum vites, unofficial transcript and request for detailed job description by April 1, 1992.

jantes R. Beasluy Vice Presidum and Deen of Campus Life Campus Hox 8357 Stelson University DeLand, Florids 32720

STETSON UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER



ADMINISTRATIVE DEAN

VOCATIONAL/OCCUPATIONAL EDUCATION

Orange Coast College, located in southern California, is seeking appli-cants for this full-time, 12-month per year educational administrator po-

Reporting to the V.P. of Instruction, duties will include providing leadership for development of curriculum for new programs; identification and development of funding sources; and programs identification and development of funding sources; and programs, dentification with local high schools, regional occupational programs, and business and Industry to develop occupational opportunities such as work experience, cooperative education, and 2 + 2 programs. Minimum qualifications include: California Community College Administrative Credential of Master's degree AND two yrs. 'full-time administrative experience. Three yrs.' classroom teaching experience in a vocational/occupational program at the community college level is also preferred. The annual salary range is \$48,650 to \$73,551, plus excellent fringe benefits.

To obtain a complete job description and the required application forms, please contact the District Personnel Office: (714) 432-5007. Application must be filed prior to 4/17/92.

Coast Community College District 1370 Adams Avenue Costo Mesa, CA 92626

An Equal Opportunity. Affirmative Action Employer

Dean of Students EMORY & HENRY COLLEGE

Emory & Henry, a United Methodist-related College of 800 students, most of whom live on campus, invites applications and nominations for the position of Dean of Students. Enrollment is stable, the endowment has grown to \$20,000,000, and the campus facilities are in excellent condition.

Responsibilities include the full portfolio for student affairs on a residential campus: programming, housing, inframurals, Greek life, campus security, health center, and discipline.

Qualifications include a master's degree in student affairs (doctorate preferred) and at least three years of experience in student affairs at a residential liberal arts college. The successful candidate will have a deep understanding of student affairs, a strong commitment to students, and the imagination and creative energy to develop new programs.

Review of applications will begin on March 29, and the search will continue until the position is filled. Send applications and nominations to Office of the President, Emory & Henry College, Emory, VA 24327. A completed application includes a letter, c.v., and the names and phone numbers of three references.

AA/EOE

in America, seeks applicants for a full-time appointment in theological othics beginning in academic year 1993-94. Applicants should demonstrate promise for excellent should demonstrate promise for excellent teaching and scholarly productivity as well as sympathy with the mission of the college. Teaching responsibilities are six courses per year (including introductory and advanced core courses). The appointment will be for a three-year term with a possibility of rensward or conversion to tenure-eligibility. Rank and salary are open and econnegurate with qualifications. Applicatis with the Ph.D. are preferred, ABD considered. Applications will be reviewed beginning 1 April 1992 until the position of Religion, announces the position of Religion, announces the position of mobile therature. Training in Philosophy of Religion, desirable. Recem Ph.D., and the ability to teach a wide range of courses.

Lists of the latest books of interest to Academe -

every week in The Chronicle.

DEAN OF ADMISSIONS AND ENROLLMENT MANAGEMENT PACIFIC LUTHERAN UNIVERSITY

TACOMA, WASHINGTON

Pacific Lutheran University Invites applications and nonlinations for the posterior of Admissions and Emollment Management. PLU is an independent, comprehence university related to the Evaluation of Lutheran Church of America, it includes a College of Arts and Sciences and Professional Schmish in the Arts, Business Administration, Edit ation, Norsing and Physical Education, and airlaves to attact a diverse student commission boilt traditional and non-installitional students. The university emolis about 3500 student, among whom are 700 graduate students.

Close surdent/scriby relationships are characteristic of PLU, as are strong academic programs, a supportive learning environment and decilication to total student growth and development.

DUTIES AND RESPONSIBILITIES

Develop and implement a comprehensive unruliment management plan. The Dean in directly responsible for the recruitment and admission of undergraduate nodes; and works electively with the Dean of Graduate Studies in the graduate recruiting and admissions process.

stons process.

The Dean of Adrulssions and Enrollment Management reports to the provol, work closely with the academic community, and chairs the university's Enrollment Management Group. The Dean must demonstrate strong leadership qualities in all mass of admissions, and must have a strong commitment to the support and expansion of programs to increase student diversity, especially as that relates to students of color.

- The Dean should have broad knowledge and experience in the operation of a conge-liversive admissions program, in enrollment management theory and packet, in ma-keting for higher education, and in national trends for post-secondary education.
- The Dean should also demonstrate creativity, effective willten and oral communication experience in admissions computing systems, publication skills, and the ability to sude effectively with all constituencies.
- Candidates should hold a master's degree and have at least tive years of college or university experience, including administrative experience.

 Special attention will be given to candidates with experience in university recruitment and admissions and to those with admissions administrative experience at the decker or associate director level.

The position will be available on or after June 1, 1992, with application review to began April 1, 1992. Applications, item inations or inquiries should be sent to:

Pacific Lutheran University actively embraces the guals of Equal Opportunitive Action and encourages applications from women and minorities.

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF EDUCATIONAL RESOURCES

El Centro College, Dallas, TX

El Centro College, part of the seven-college Dallas County Community College District, is seeking qualified applicants for the position of Dean of Educational Resources. El Centro, with an enrollment of approximately 5,800 credit and 5,200 continuing education students, is located in the heart of downtown Dallas; it is the most edectic of the seven colleges and reflects the dynamic quality and cultural diversity of the Dallas Methodos. sity of the Dallas Metoplex.

The Dean of Educational Resources has responsibility for the overall supervision of services of the college Educational Resource Center, Including library, media distribution, audiovisual support and production, ITV coordination, and instructional computer lab. Responsibilities also include assisting faculty with instructional design, utilizing appropriate technology; serving as Itaison for resource development efforts, and buriget development/planning.

Requirements: Master's degree in educational or instructional technology, library or information science, or closely related field; five years of experience in an instructional resource environment within higher education or industry, including two years of both instructional design and supervisory experience; demonstrated ability to use multimedia technology and computer technology; and demonstrated skills in budget development/planning, and in grant writing.

For application, please submit a résumé to Dr. Linda Siegall, Vice President of Instruction, El Centro College, Main & Lamar Sts., Dallas, TX 75202-3604. A DCCCD application form will be forwarded to perplicate formation applicants for completion and return. All application materials must be received by the deadline date of March 27, 1992.

EEO/D/AA Employs

in Western religiona. The position will begin in Fall 1993, Nominations and applications to Professor David Weiss-Halfvai, Department of Religion, 617 Kent Hall, Columbia University, New York, New York 10027. Deadline: April 15, 1992. Equal Opportunity, Affrmative Action Employer.

Matthank Endowed Chair in Religion Fall 1993. Provided a professional producity, Affrmative Action Employer.

Religions African Traditional Religion. Undergraduate department of Philosophy and Religion seeks one-year replacement for 1992-93. Area of specialization; African Traditional Religion: sees of competence: 1992-93. Area of specialization: African Traditional Religion; area of competence: Open. Teaching responsibilities include introduction to Religion and two sections of deneral Education 101: Roots of Wastern Civilization. Women and minorities are especially encouraged to apply. Equal Opportunity, Affirmative Action employer. Sand materials to Christopher Vecsey, Department of Philosophy and Religion, Colaste University, Hamilton, New York 13346-1398, by April 15, 1992.

Religion/Ethics: Religion and Ethics Endowed Professorship. Nebrasha Wesleyan University, a selective liberal aris college, invitea applications for the Mattingly Endowed Chair in Religion. We seek an experienced teacher and established scholar whose professional reaponsibilities will be divided between teaching undergraduate courses and leadership for developing a campus-wide emphasis on ethics. Anticipated activities may include the planning and direction of symposia, faculty semi-aris, and other curricular and co-curricular programs. Nebraska Wesleyan University is nationally recognized as a leader among liberal aris colleges and has a tradition of

April 15, 1997. Equal Opsitive Action Employer.

Traditional Religion. Uotiment of Philosophy and pe-year replacement for specialization: African on; area of competence: esponsibilities include the sponsibilities in the sponsibilities in the sponsibilities in the sponsibilities of the sponsibilities in the sponsibilit

annal and diseased human and other managina tells. Responsibilities will be to purify Vismin Big binding proteins and cell surface receptors; to develop in visro cell purify model systems to study introducing model system in identifying cDNA closes. Regularments include a Ph.D. In the the protein system in identifying cDNA closes. Regularments include a Ph.D. In the the proteins of the protein control experience, and the following experience regularments: I years in purification and claricational of furifinace factor Cobalants Receptor and other Visamin Bry binding the protein of proteins and the protein sing affinity spands. I years appeal, i year synthesis, co and positional action of proteins, i was synthesis of proteins, i was sufficiently and cobal collections of proteins, i was sufficiently and cobal collections and control collections and collections of proteins, i was sufficiently and cobal collections and collections are collected and collections are collected and collections are collected and collections. The collections are collected and collections are collected and collections are collected and collections are collected and collections. Religious Studies: The Department of Religious Studies at the University of Virginia announces a one-year position in Hambanounces a one-year position in Hambanounces and Tibetan Lenguage for a demic year 1992-93. Candidate who mademic year 1992-93. Candidate who mademic year 1992-93. Candidate who me thropotopy history, and policochy in thropotopy history, and policochy in preferred Applications with complete on preferred Applications with complete state including three recommendations about the search professor Paul Guieri, Department of Religious Studies. Carlotte Hall, University of Virginia Carlotte ville, Virginia 22903. The claims date for applications is March 23, 1992. Research/Blochemistry: Midwettern meli-cal education and research facility acts Research Associate to carry out andea on the uptake and utilization of Visania Big is

DEAN OF STUDENTS

RULLETIN BOARD: Positions available

University of Wisconsin-River Falls

The University of Wisconsin-River Falls invites nominations and applica-tions for the position of Dean of Students. The Dean of Students is the senter sudent affairs officer for the University and reports to the Assistant Chancilor. The Student Affairs Division contains Admissions, Rookstore, Carer Services, Center for Adult Students, Conferences and Events, Coun-seing and Testing, Food Service, Office of Minority Affairs, Residence I ife, Sudent Health, Student Activities, University Centers and the Wornen's

Resoure Cealer.

The Position. The Dean of Students is responsible for developing, stengthening, implementing and evaluating programs and policies that raisnes our students' educational, social, cultinal and personal development. The Dean works in support of the university's infesion of creating and issering a positive learning environment for students. The Dean works cooperatively with academic units to facilitate comprehensive delivery of services to students to maximize academic success and personal development. The Dean provides leadership for the division's directors, is the student conduct officer and serves as an advocate for students. The Dean helps to promote a strong sense of community within the university and represents the university, and in particular Student Affairs, to internal and extenal groups.

and external groups.
The University of Wisconsin-River Falls is located in scenic west central Wisconsin, 30 miles east of the vibrant Twin Cities of St. Paul and Minneapolis, Minnesota. Students may pursue degrees in the colleges of Arts and Sciences, Education and Agriculture. Graduate degrees are also effered in each college. The student population is 5,100. An outstanding student-faculty ratio of 17:1 enhances our strong commitment to quality and resolution instruction.

undergranuate distriction.

Qualifications. A doctorate and five years' experience in student affairs is required. The ideal candidate will have leadership abilities in student affairs demonstrated ability to work cooperatively with academic affairs units, the ability to build effective relationships with students, faculty and staff, and a commitment to building a diverse campus community.

san, and comminment to intuining a civerse charles containing, and administration begins July 1, 1992. Deadline for receipt of application materials is April 15, 1992. Complete applications consist of a cover letter, resumé, and the names, addresses, and plunes attractes of four reference. An alphabetical list of all normalinees and applicants, without differentialion, may be released following the closing date. Send appli-

Lisa Reavill, Chair Dean of Students Search and Screen Committee University of Wisconstru-River Falls 119 Hathorn Hall, River Falls, WI 54022 FAX (715) 425-4486

The University of Wisconsin-läver Falls is committed to achieving diversity in its academic community. Women and minurities are strongly encouraged to apply. AA/EOE.

DEAN

The College at Lincoln Center FORDHAM UNIVERSITY

Fortham University invites nominations and applications for the position of Doan of the College at Lincoln Center

The Doan is the chief academic officer of a lang-year liftered Miscollege founded in 1960 it has a student budy of approxnalely 2200 and a full-time faculty of 8%. The College is inergenerational and has special ontry programs for recent high school graduates, working adults, and thu retired. The Dean reports to the Doan of the Arts and Science Faculty of the University. The Doan serves on a Councit of Doans who plan and coordinate programs, advise on the most efficient use of resources. He administers within his College all ap-Proved scademic programs, makes recommendations on all matters of faculty status, determines the academic status of students, prepares the budget for the College and represents the Consign in consultation with administrators of the University. bly. Fordham seeks an individual with strong academic

ding of Fordham's tradition of Jesuit education Letters of application (including a current vita, and the names and addresses of three current professional references to whom we may write) and nominations should be sent by April 181, 1992, to:

redentials, administrative experience, and an understan-

Chairman Search Committee Office of the Vice President for Academic Affairs

Fordham University
Bronx, New York 10458
AAIEOEIMIFINIV

Research / Biochemistry: Research Associate, Conduct research in the area of expression and regulation of ion transport ATPases, duties include, gene cloning, sequencing, expression and analysis of substitutes of vacuolar H-ATPase, and computer analysis of DNA and amino acid sequences. Must have knowledge of recombinant DNA technology, construction and Screening of genomic and cDNA libraries, isolation of RNA and DNA, DNA sequencing, prolein structure-function analysis and enzymology Required: M.S. in biochemistry and 2 5 years' expetence to biochemical research \$25,650 per year. 40 hours per week. An employer paid advertisement. Applicant must be presently ellipide to work in the U.S. Send resumts to Missouri Job Service, 505 Washington Avenue, St. Louis, Missouri 63101, Attention: J. Gaston Refer to Job Order #544263.

THE UNIVERSITY OF TEXAS AT AUSTIN **DEAN**

COLLEGE OF LIBERAL ARTS

The University of Texas at Austin seeks a qualified individual as Dean of the College of Liberal Arts, effective September 1, 1993. The Dean is expected to provide leadership for the continued development of nationally recognized programs of instruction, research, and public service and will guide the College in its interactions with external constituencies. The Dean is the chief executive officer of the College, is responsible for the scadenic and scholarship leadership and administration of the College, and reports to the President of the University.

The Dean must be a dynamic leader who can effectively admin-The Dean miles be a dynamic leader who can effectively administer a large and complex college. In the Pail, 1991, the College carrolled about 10,000 undergraduate and 1,900 graduate students. The College offers 32 undergraduate, 23 master's and 21 lh.l.b. degree programs. These programs are administered by 25 acudemic departments and centers. The faculty numbers over

Candidates for the position should possess the following qualiti-

An earned doctorate and meets standards for appointment at the rank of professor (with tenure) in an academic department of the College of Liberal Arts

National recognition for accomplishments in education, research, and professional activities

Administrative experience at a significant level with leadership, managerial, and communicative skills

Experience in securing financial support for research and educational purposes and in raising funds in the private sector. The Search Committee will accept applications and nominations until April 1, 1992. After this date, the Committee may request and consider credentials for candidates nominated by responsible sources. Nominations and letters of application, accom-

panied by a curriculum vitas, references, and other supporting materials, should be mailed to: Chairman, Liberal Arts Dean Consultative Committee Office of the Dean, College of Liberal Arts The University of Texas at Austin Austin, Texas 78712

The University of Texas at Austin is an Affirmative Action.



DEAN SCHOOL OF ARCHITECTURE

The University of Definit Mercy, which consolidates the traditions of the josan's and the Religious Sisters of Mercy, entitle 7,500 full-time and partitime students. In addition to its MCNI full-ward Other University Computers, UDM has dental and law of head computers. The School of Architecture is defined by its storag design promation, extensive liberal arts sequence, integration of ungerative education, foreign studies programs, and the idea logical discertify of its faculty. The School's restricted entralment is currently 215 in a five-year, NAAll-accredited programs.

print, resourant is smeri proposal.
The Dean will be both a tea ber and an administrator. Conditiones double to de-monstrate a commitment to excellence in an infecture and architectural education lossed in housane value. The Heart reports to the Vice Pristhent of Academic Alians and is a member of the University's Academic Leadership Council.

The position is available August 15, 1942. Applit alters and nominations will be an exploit and the position is tilled. Screening of applications begins in March, 1992. Cast application must missible a letter that summarizes relevant professional esquetion es, as musculous vitae, and the names of a basel less persons who are infimately similar with the qualifications, esquetions, and philosophy of the individual applicant.

Please send applications and nonunations in University of Defruit Men.y; William † Luwer, Chair, Dean of Architecture Seatch Committee, On Associate Process's Office, Briggs, 127; P. O. Ilov (1900); Detroit, MI 48219-1599.

the University of Deposit Mercy particularly on Ourages applications from women & members of minimum communities.

Assistant Dean of Students

Illinois College, a Phil Beta Kappa liberal arts and church related college in west-central Illinois, is seeking an Assistant Dean of Students. Responsibilities will include: Director of Housing (residence halls accommodate nearly 650 students); advising women and women's extra-curricular sctivities; leadership responsibilities for student-faculty all college committees, and possible opportunities for part-time teaching. Qualifications: Master's degree in student personnel services or related field required; one to three years' experience at a small college preferred; excellent communication skills; understanding and support of the goals of a liberal arts college. Salary is commensurate with experience and qualifications. The 12-month annual appointment begins June 1, 1992. Application deadline: March 20, 1992. Send letter of application with résumé, transcripts, and three letters of recommendation to; Donald R. Eldred, Dean of Students, Illinois College, Jacksonville, Illinois 62650. Illinois College is an AA/EOE.

Research / Biochemistry: Research Associate, Protein DNA Interactions to conduct original Biochemistry research to study the interaction between recombinant cellular relunal protein type II and various retinoids and the structural aspects of ligand-binding protein interactions in the nuclear retinoic and receptors and in the cellular retinoic acid binding protein, utilizing GLC and TLC. Plasmid Vector Construction, Oligonucleotide and Oligodenosymuteleotide Synthesis, Protein Parification (Oct Filtration, One Exchange, Affinity and Ultrafiltration Chromatography), and Amino Acid Sequencing Requires M.S., or equivalent destree in Biochemistry, demonstrated excellence in research involving Protein Binding Specificity studies, and thorough proficiency in GLC and TLC. Plasmid Vector Construction, Oligonucleotide and Oligodox-

ynucleotide Synthesis, Protein Purification (Del Filtration, Ion Exchange, Affinity and Ultrafiltration Chromatography), and Amino Acid Sequencing, Respondents must prescally be eligible for permaneal employment in the U.S. Salary \$21,000 per year, plus employes benefit elan; 40 hour week. Position in St. Louis, Missouri. Send resume and details of required proficiencies to Mrs. Jimmle Gaston, IDS \$43530, Missouri Division of Employment Security, \$05 Washington Avenue, St. Louis, Missouri \$1101. An Equal Opportunity Employer. An Employer Paid Ad.

DEAN

College of Liberal Arts UNIVERSITY OF ALASKA FAIRBANKS

The University of Alaska Fairbanks (UAF), a land-sea-space grant institution serving over 0,000 students at its main campus in Fairbanks and at a number of rural campus centers, invites applications and nonmarious for the position of Dean of the College of Liberal Arts. The College of Liberal Arts is the largest college in the University, currently coving 1,000 undergraduate and graduate students in majors offered by the 156 full-time and 59 part-time faculty members housed in 18 Departments within the College of the College offers Baccalaureate and Master's programs in traditional disciplines of study; degrees emphasting international and multicultural studies, and Ph.D. degrees in Anthropology and Mathematics. KUAC TV/FM and the Alaska Native Language Center are also housed in the College of Liberal Arts. The College delivers a majority of the courses which service a recently implemented core curriculum. ily Implemented core corriculum.

UAF is located in Fairbanks, a community of over 72,000 that was recently rated fourth best small city in the nation. Being the second largest population center in the State, Fairbanks offers significant sultural, artistic, and recreational opportunities not often available in a community of its size. Fairbanks' geographic beation provides its inhabitants with opportunities to participate actively in many international ventures.

The Dean is responsible for personnel matters, budgetary administration, and for academic planning of the College and Is expected to support and promote the programs of the College in interactions with other internal and external constituencies. The Dean facilitates the development and enhancement of quality teaching, achidarly/creative activity, and service within the College.

Candidates for the position should have the following qualifications:

- An earned terminal degree in the humanities, mathematical sciences, performing and fine arts, or social sciences.

 A record of progressively responsible academic administration which includes a lilatory of successful hudgerary and fiscal administration.

 Itsee attained the renured rank of Professa.

 A record of excellence in teaching, research/creative activity, and service activity.
- A demonstrated commitment to supporting and retaining quality facul-
- ty, staff, and students.

 A demonstrated commitment to faculty, staff, and student participation
- a communicated communication to faculty, staff, and student participation in university governance.
 Strong interpressonal and communications skills.
 Experience working with private and public external constituencies.
 A desire to experiment with non-traditional educational apportunities.
 Experience in multicultural environments.

Please send a curriculum vitae; a statement of interest and educational philosophy; and names, addresses, and phone numbers of five references

Dr. Poul B. Reichardt, Chair College of Liberal Arts Dean Search Committee College of Natural Sciences Room 405 Duckering Building The University of Alaska Fairbanks Fairbanks, Alaska 99775-1240 Phone: 1907; 474-7941

Application acreening will begin 25 March 1992 and will continue until the position will be available 1 July 1992 or as soon thereafter as the successful candidate may begin.

The University of Alaska is an EEO/AA Employer and Educational Institution

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EDUCATION & PSYCHOLOGY THE POSITION: Heritage College invites applications and nominations for the position of Dean, Division of Education and Psychology. This administrator is responsible Academic Dean of the College and serves in an academic leadership role in coordination with the Chairs of the undergraduate and graduate departments of education and psychology. Salary is negotiable within the salary scale of the College.

DEAN, DIVISION OF

QUALIFICATIONS:

- Terminal degree with background in Education, Counseling, and/or

 Psychology.
 Sensitivity to culturally diverse populations.
 Successful college administrative experience.
 Commitment to cooperative decision-making.
 Cooperation and communication with external constituencies. THE COLLEGE: Heritage College is an accredited, private, non-denominational institution providing graduate and undergraduate aducation to a multicultural population. Founded in 1981, Heritage is located in Toppenish, a rural region of central Washington State. Emplement exceeds 1,000 students, with the typical student age being 36 years.

APPLICATION: Nominations, letter of application, resume, and three recent letters of recommendation should be sent by to April 1, 1992 to:

Dr. Espiritu Dempsey, Academic Dean Heritage College 3240 Fort Road Toppenish, WA 98948 509-865-2244 Members of minority groups are especially encouraged to apply.

AA/EEO OFFICE REPORTED FOR THE PROPERTY OF THE PROPER

scription factors, and to sequence the protrin and clone the sens for a newly discovered vitamia D-responsive nuclear protein
in human lymphocytes. Outlinealloss,
M.D. or Ph.D. in modical biochemistry and
cell molecular biology. There years as postdoctoral researcher in the field of endocrinologis of calcium resulating hymnone. Inchading practical experience with Western
biof analysis of steroid receptors, ligandinding receptor assays, DNA-chomotogmethyl, itsuis culture, and radiolimmunoussay methodology, DNA cloning and sequencing, and shift assay methods. Salary;
\$26,772/year. Send résumés with social security numbers to Indiana Department of
Employment and Training Services, 10
North Senare, Indianapolis, Indiana 46204;
Attention: W.F. Shepherd, I.D. mimber
1358213.

Research/Biological Science: Research As-sociate. Function as leaf technical expert for listing culture and haparic mitochondria, work in a laboratory directed toward meta-bolic analysis of liver cancer and diabetes; perform biochemical assays of various.



DEAN/ENDOWED CHAIR

College of Business Administration

THE UNIVERSITY OF OKLAHOMA

Norman Campus

Applications and nonmations are insited for the position of Beat. College of Business Administration, and the best holder of the Fied F. Brown

RESPONSIBILITIES: The Dean provides academic, intellectual, and ad-aminstrative leadership to the College and reports directly to the Avademic Vice President and Provist. Norman Campios. The Dean is responsible for improving and promoting the quality and effectiveness of the College's instructional, recently, and outreach programs. The basic budget for the college is more than Somillion with a permanent endowment of Somillion. OUALIFICATIONS: Candidates must meet the following requirements:

- Candidates with an academic background should possess an carnel dictorate and quality for appointment as a tenured professor in the
- college;
 Candidates with a business background should have an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education;
 Demonstrated ability to lead and successfully manage professionals in
- academic, corporate, or governmental organizations;
 Demonstrated success at securing external support and/or supporting
- Innd-raising activities:

 Process personal qualities that will facilitate working relationships within the University, its alumni, and among business leaders:

 Commitment to Albranative Action employment guidelines, practices.

GENFRAL INFORMATION: The University of Oklahoma, one of Oklahohar's two public comprehensive universities. has its main compus in Norman, with health sciences composes in Oklohoma City and Tulsa. Norman is a community of SILEER located in the Oklohoma City metropolitan area. The Noman campus includes the Colleges of Architecture, Arts and Sciences, Insuress Administration, Education, Engineering, Fine Arts, Geosciences, Law, Liberal Studies, the Gradinate College, and the Oklahama Center for Continuing Education. The Norman campus has 800 faculty members and emollment is approximately 21,000 students, including approximately 4,200 gradiante students. The College of Business Administration offers live bacethureate degrees, two Master's degrees and the Doctor of Philosophy degree in Business Administration. The College consists of approximately 60 full-time faculty serving approximately 3,000 undergraduate and 300 graduate students. The College his tive analoma mits including the School of Accounting and Divisions of Environmental Analysis and Policy, Finance, Management, and Marketing. Also included to the Center for Economic and Management Research. The College's faculty are actively engaged in research and enjoy national recognition in a variety of research specialties. The Bass Business History Collection provides a unique research resource through a special collection of books. Professional development is conducted in collaboration with the Oklahoma Center for Continuing Education and Public Service. An extensive oncampus program of professional senimars and practicular conditional in is modern conference and hotel facilities. The Norman campus includes the Colleges of Architecture, Arts and Sci-

SALARY: The individual selected as Dean will also become the first holder of the Fred E. Brown Chair in Business. The Fred E. Brown Chair has a substantial endowment that will allow a total compensation package that is very competitive with major AACSB CoReges of Business as well as allowing support of college-wide activities of interest to the Dean.

BEGINNING DATE: Preferably Full, 1992. APPLICATIONS AND NOMINATIONS: The Search Committee will begin screening applications in mld-March, 1992. The position will remain open until filled. Complete applications must include a restame of education and experience than the manus, addresses, and telephone numbers of four referencest. Nominations and applications should be sent to:

Dr. James F. Kimpel, Chair Business Administration Dean Search Committee 100 E. Boyd, Sulte 710 The University of Oklahoma Norman, Oklahoma 73019-0628

The University of Cikinhoma is an Equal Opportunity, Affirmative Action Employer.
OU has a policy of being responsive
to the needs of dual career couples.
Wumen and nationalities are encouraged to apply.

NAME OF THE OWNER OF THE PARTY OF THE PARTY

Research / Blomedical Engineering: Reverelt Assistast. Preparation of DNA: transfection of DNA into cells; isolation, runification on DNA into cells; isolation, runification ontl analysis of DNA, RNA and protein; transforming becteria late DNA: stadying receptor midoliganid birding: cultivaring cell lines. The following techniques or mocedures are used: spectrophosometric assays, electrophoresis, radioisometric may an electrophoresis, radioisometric lines, 2 years lab experience with cell biology, experience with cell aging, cell proliforgion, 2 years lab experience with cell aging, cell proliforgion, en en electrophorometric and immunocytochemistry. Knowlesige of word processing, date analysis and dainbase management a must. Must hove proven ability to work independently. Must show legal proof of right to work permanuly in the U.S. 40-week, 524,000/year, Sept fesumé to P. O. Box 5342, Pilliaselsholo, Pennsylvania 19105; Attention: Dime Black.

Number 7792.

Research/Bolarty: Research Associate. Research on screening of amenoble consortia for reclustive declarisation and degradation of loxic chlorinated highenyis and observers and test macroble organisms in take simulated ecosystem. Perform extraction, analysis and identification of biodegradative products using the Chromatography and High Performance Liquid Chromatography and High Performance Liquid Chromatography and High Performance Liquid Chromatography systems. Research on determination of environmental factors that can affect declaring the experimental factors that can affect declaring the experimental factors are sufficiently as a comparable consortial to develop a microbial eclivery system for in situ treatment of contaminated actinenis. Required: Ph.D., Botany; Ph.D. dissertation must be in area of microbial physiology, biochemistry, ecology and microbial genetics in perfect and the production of aromatic organic toxic compounds and one publication on use of model ecosystems to test degradative genetal ax-

Research/Biomechanics: Senior Research
Fechnologial, 40 hours/week, 8:00 a.m. to
4.00 p.m.; \$22,13b/year. Research (costtions in the orthoreate motion analysis of
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ry. Requires \$1.5, in Mechanical Engineertra. The candidate must have comprieded at
least 28 quester hours are quivalent toward
receivings of http://doi.org/
must include one course each in: Mechamicro and properties of the pipers on research findings; maintain the upkeep and management of sho cryomicrotione aboratory. Requires (1) a Master'a degree; (2) one year's experience in the jub offered or one year as Research Felluw or Pedustic Surgeon; the 1 year's experience must include the ure of normal and discassed articular cartiage; lavestigate cardiage matrix structure and function, with special interest in processor experience must include the ure of normal and discassed articular cartiage; lavestigate cardiage matrix structure and function, with special interest in processor experience and function, with special interest in processor of course each in Histology, Pathology, and function, with special interest in processor of course each in Histology, Pathology, and function, with special interest in processor of course each in Histology, Pathology, and function is study knee stability and the role of cateophyses in osteoarthritis; prepare research fundings for medical publication and presentation at professional conferences. Applicants should possess M. D. degree, or foreign equivalent. In Medicine; 4 months experience as a post-graduate Medical Research / Medicine; 8 An employer paid advertisement. EOR M/Y.

Research / Medicine: Research Assistant needed to direct experience as a post-graduate Medical Research funding osteoarthritis: proper of the processor of continuous processor. Assistant needed to direct experience as a prost-graduate interest in processor of content of the funding osteoarthritis; prepare research fundings as post-graduate Medical Research funding osteoarthritis. An output of the medical processor of the processor of the funding osteoarthritis and processor. Associate.

DEAN OF FACULTY **SOUTHWESTERN**

Southwestern College in Wintield, Kansas, a private liberal arts college of 750 students founded in 1885, invites applications and nonmations for the position of dean of faculty.

COLLEGE

The dean of faculty is the sendor academic administrator of the college-reports to the president, and is responsible for undergraduate degree programs in six divisions as well as graduate degree programs. The dean's principal diffuse are academic policy and related faculty personnel

A candidate for the position of dean of faculty should possess a com-nilment to academic excellence, a record of effective teaching and leadermilment in academic excellence, a responsiveness to the concerns of the facul-ty and high academic credentials, ideally a Ph.D.

A candidate should also understand Total Quality Management and its application to academic governance, and should be capable of facilitating relationships with area businesses, industries, health care institutions, and elementary and secondary schools.

Southwestern College is related by covenant to the Kansas West Conference of the United Methodist Church. The dean of faculty assumes a supportive role in the realization of a liberal arts education in this church-related environment.

Southwestern's diverse student body includes both traditional and non-traditional learners; approximately half are resident students. There are 48 full-time faculty members, the current endowment is over \$20 million. The cullege is fully accredited by the recignized regional and

national agencies.

This position is available July 1, 1992, but could be filled at a date minually agreed upon by the college and successful candidate. Interested persons should send a letter of application together with a curriculum vitae and three current letters of reference to: Office of the President, Smithwestern College, 100 College Street, Winfield, Kansas 67156-2499. Applications will be scieened beginning April 1, 1992; the process will continue until the position is filled. AAPiOE.

DEAN, NATURAL SCIENCES

RESPONSIBILITIES: Include, Agri. Sci., Astron., Bio., Chem., CIS, Earth Sci., Engineering, Math., Pholo., Physical Sci.

QUALIFICATION: Master's Degree and prior teaching experience required: must qualify to teach in one of the disciplines in the division. must quality to teach in one of the disciplines in the division.

GENERAL INFORMATION: Mi San Anionio College is a comprehensive, public community college located approximately 25 miles east of the Los Angeles civic center. The college is situated in the beautiful San Jose Hills within an hour's driving time from several beach and mountain resorts. The college serves a population of over 800,000 in 16 cities and communities With approximately 41,000 credit and non-credit students and a staff of over 1,900, the college is one of the largest in the nation. Mt. San Antonio College is dedicated to serving a diversified and changing population through excallence in leaching and support services.

SALARY/BENEFITS: \$78,420-\$83,628/yr. Excellent medical, dental, vision plan. Paid litetime medical for retiree and eligible spouse.

APPLICATION: A complete application must include. District application, résumé, two letters of recommendadon and transcripts. Open until filled The acceening processe will begin April 24, 1992. To receive application Personnel Office: 714-594-5611, ext 4225

MT. SAN ANTONIO COLLEGE 1100 N. Grand Ave., Walnut, CA 91789 An equal opportunity, affirmative action employer

esearch elfons in the areas of coronary physiology, radioisotoge knetics and canerimmun myoscatial infarction and ischemin. Daties include: ni general laboratory administration (ordering supplies, keeping records of each caperiment, caring for experimental animals); ht calibration and operation of laboratory equipment, c) performing open heart operations in anosthetized dogs including dissection of coronary vessels and instrumentation, d) teach graduate fellows and sudents experimental technoques; e) administering radioistotopes and making measurement of myocardial radiooglivity under various experimental conditions; f) performing pethologic, autoristic particular and installed and complete and installed computer technology to determine tracer knetics and myocardial blood flow under various experimental conditions; hi independently perform statistical analysis of experimental data on VAX computer; i) austic in writing manuscripts, preparing silies for presentations and writing reports (e.a., budget/progress). Must have extensive knowledge of tuman diseases involving the heart and blood vessels; reust have superior manual deaterily to perform complex surgical operations on the beating heart. 40 hours' week, \$M.421/year. Requirement include Ph.D. or M.D. or equivalent and axtensive knowledge of cardiac diseases. To apply: unall or hand carry resume with a copy of find attached to: VEC, Department 3068, 1202 Franktin Road, Southwest, Roanoke, Vistania 24002-0061, 1.O. VA 1022194.

positions at the ronk of Aspoclate Professor or Professor for sclentists and engineers with funded research programs increased in affiliating with the Department Positions require a Pin. D. degree and a consistent record of research funding and publication in an area of materials research within the scope of the Department. These are con-tenured positions and must be self-importing. Positions available until filled. Send current resume, publication list, research and funding plans to: Professor T. O. Stoebe, Chaltman, Department of Materials Science, and Englocering, University of Washington FB-10. Sentte, Washington 89195. The University of Washington is an equal upportunity and uffirmative action employer.

The most extensive listing anywhere of Jobs available in higher education ---

every week in The Chronicle.



DEAN, SCHOOL OF BUSINESS

Northern State University invites nominations and applications for the pos-tion of Dean of the School of Husiness and Technologies. The individual selected will entry on the distinguished lendership provided by Dr. Harry Jasinski, who is retiring after twenty-six years of dedicated service to the

Northern State University seeks a dynamic individual with a vision of the future. Combidates transit possess excellent interpressonal and effective team-building skills, an earned shortcrate in a discipline represented in the School, and a distinguished transition, research, and service record. The successful candidate must work effectively with federal and state agencies and with the loosiness community.

Reporting to the Vice Proshlent for Acudemic Alfairs, the Dean's responsible for the supervision of Departmental Chairs, and oversees all academi, administrative, and liseral querations of the School. The Dean works closely with the Deans of the other Schools and the business advisory board, which is composed of fifteen distinguished and governmental executives and

The School of Business and Technologies enrolls 1,100 majors, and employs twenty-seven full-time faculty in four neadente Departments. Undergraduate trajors include international business, management, accounting humer, marketing, economies, industrial technologies, industrial clusation, administrative systems and office education. The School offers matter's degrees in industrial education and office education, and participaes in a cooperative MBA program with the University of South Dakota.

As the gubernatorially designated regental institution to offer as intentional lusiness analor. Northern State University's School of Rusiness engages in a variety of international lustures activities, including a professor and student exchange programs with Warsaw University. Northern State is a multi-purpose institution providing both undergraduae and graduate programs typical of a smuller regional university. It is South Dakota's third largest Institution and the state would comprehensive institu-

tion located in a population center. Nominutions and applications are solicited. A letter of application, resunt. recommunious and applications are solicined. A letter of application, resume, transcripts, and list at three references are required, Address munications and applications to Itr. Thomas O. Flickenta, Vice President for Academic Affairs, Northern State University. 1200 South Jay Street, Alexdeen, South Dakata 57:001-7198. Consideration of applications will begin on April I. 1992 and continue mutil position is filled.

Northern Space Paiversity is an Equal Opportunity, Affirmative Action Employer.

XAVIER UNIVERSITY OF LOUISIANA **ASSISTANT DEAN GRADUATE SCHOOL**

The Gradian School of Xavier University of Limitana invites application for the position of Assistant Dean. Position available June 1, 1992. The Assistant Dean reports to the Dean of the Graduate School and is responsible for managing, promoting, and developing educational, recard, public service, and fund-raising activities for the Gramaie School Addinonally, the Assistant Dean will provide supervision of arademic and sudent support services, student records, program marketing and publications

support services, student records, program marketing and publishers. Qualifications include an earned doctorate, successful teaching expenses and scholarly publications; computer skills to maintain student econolists; administrative expensive in directing or coordinating programs in higher offication, excellent communication and interpersonal skills; and experience in teacher reducation. The successful candidate should be able to work with educational systems at the local and state levels as well as to demonstrate a value orientation supportive of the goals and mission of Xavier's Black Cathodic hermage. The candidate will be required to teach one course each semester and provide leadership for technological/research functions of the Graduate School offers the M.A. M. A. T., M. S., and M. Th. degrees.

Salary for the position is competitive and commensurate with experience and qualifications. Leners in application must be postmarked by April 1992 in order to receive full consideration. To apply, send official transcript and three leners of reference to: Search Committee, Graduate School, Xaveer University of Louisiana, New Orleans, LA 70/25.

Xavier University is an Equal Opportunity. Affirmative Action Employer.

Street, 3 South, Chiengo, Illinois, 6t/405.
Attention: Gordon Doliber, Reference & V.
IL 4622-G. No Calls. An Employer Paid Advertisement.

Residence Life: Area Courdinator. University of Wisconsm-Whitewater. Live-out position responsible for the courdination of all activities in an area housing 1200-1406 students, supervision of Residence Hall Directors, policy review and formulation, and general administration. Also responsible for the campba-wide courdination of one of the campba-wide courdination of the campba-wide campba Residence Life: Area Courdinatur. Univer-sity of Wisconsin-Whitewater. Live-out position responsible for the coordination of all activities in an area housing 1200-1400 students, supervision of Residence Hall Di-rectors, policy review and formulation, and sporral administration. Also responsible for the campus-wide coordination of one of for the campus-wide courdination of one of three major areas—student leadership and development, paraprofessional development, paraprofessional development and staffing, or student conduct. Master's Degree and two years of full-time relevant experience required; shree years' full-time experience preferred Application deadline April 10, Send letter of application, resume, all transcripts, and two letters of reference to: Mary Beth Mackin, Assistant Director of Residence Life, 101 Salisbury Hall, UW-Whitewater, Whitewater. Wiscousin 53190.

Wisconsin 53190.

Residence life: Area Coordinator. The Area Coordinator is responsible for: administering a comprehensive student development program within a residential area of 60 students, supervising 21 or 24 Resident Advisora, administering College policy and managing residential frighties. Collateral responsibilities in Judicial Affairs or Residential Staff Training and Development. The Area Coordinator must possess and demonstrate a commitment to worklag with students in a residential, liberal arts college acting; a generalist position, requiring creativity and initiality and provides opportunities for professional growth and development. M.S. In Student Personnel or Counseling, plus residence hall experience required. Competitive salary and benefits including furaished agazizmens, and board when the College is in assion. Effec-

Residence Life: Hall Director. University of Wisconsin Whitewater. Responsible for the total administration of one or two medicance halls housing 806-80 students, raily and supervising one graduate makes Assistant Hall Director and 14-18 RA's to ordinating the student conduct process, the cilitating programming, and providing an eral assistance to atudents, thater's degree or evidence the degree is near containour equired. Application deadline March 18-Very competitive salary. Send tetter of splication, resumed, all transcripts, and more than the centers of reference to. Mary field Machaletters of reference to.

Satisbury Haut,
Whitewater, Wisconsin 51190.

Residence Life: Hall Director, Responsivituss: Administration, staff supervision training, and student development for runming. Master's Student Personel or related area preferred: Bached area preferred: Reculted Salar; programming experience required. Salar; Competitive plus roomboard, fall time, It Competitive plus roomboard, fall time, It Competitive plus roomboard fall time, It Competitive plus roomboard, fall time, It Competitive plus roomboard, fall time, It Competitive plus roomboard, fall time, It is plus received. April 6, 1993. Salar plus received and the resident plus received. April 6, 1993. Salar plus received and the received received and the received received and the received re

PimaCommunityCollege

ASSOCIATE DEAN OF INSTRUCTION Math/Engineering/Sciences West Campus

Plans, directs and reviews the educational services of an ecadentic delians coordinates assigned activities with other College Divisions, Departments and campuses and outside agencies; and provides high-is possible and complex administrative support to the Dean of

RULLETIN BOARD: Positions available

REQUIREMENTS: Equivelent to a Master's degree from an accredited college or university with major course work in education, business or polic administration, or a related field. Dogree in math/engineering/polic administration, or a related field. Dogree in math/engineering/science area preferred. Five (5) yeers of increasingly responsible seprience with responsibility for academic end instructional programs in an administrative cepacity including all less two (2) years of seprience in teaching and/or counseling et a post-secondery level, Possession of, or eligible for, an appropriate Teaching Certification from the State Board of Directors for Community Colleges of Arizona.

knowledge of organizational and management practices as applied to implanting, analysis and evaluation of programs, policies and operational needs. Principles and practices of budget preparation and administration. Principles of supervision, training end performence evaluation. Perlinent Federal, State, end local laws, codes and regulations. Principles and procedures of academic and instructional program development and administration in the area of assignment. Principles and practices of curriculum development end instructional technic sinategies. Current trends, research end development in the use of assignment.

piza of assignment.

Ability to interpret and epply College goals, objectives, policies, procedures, rules and regulations. Analyze problems, Identify elternative solutions, consequences of proposed ections and implement recommendations in support of goals. Select, supervise, train end evaluate assigned staff. Effectively direct the provisions of the academic area to which assigned in support of the College departments, schools and programs. Prapare and analyze administrative and statistical reports, statements and correspondence. Gain cooperation through discussion and persuasion. Interpret and epply Federal, State end local policies, procedures, laws and regulations. Oversee the preparation and siministration of an academic division budget. Identify and respond to public and Board of Governors issues and concerns. Communicate clearly and concisely, both orally and in writing. Establish and melinan cooperative working relationships with all groups within a diverse tan cooperative working relationships with all groups within a diverse multicultural college and community.

Preference will be given to candidates who demonstrate extensive sperience in working with instructional and laboratory programs. STARTING ANNUAL SALARY: \$48,668

Review of applications will commence on Merch 30, 1992 and will continue until the position is filled. To be considered, a completed fina Community College application, a résumé, unofficial transcripts and the names of three (3) current references must be submitted. Fallurate complete the application requirements will result in elimination of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 85702-3010 (602) 884-6624

Pima Community College is committed to multi-cultural diversity and is an equal opportunity, affirmative ection employer. Women, minorilles and other protected classes are encouraged to apply.

DEAN

SCHOOL OF MEDICINE

UNIVERSITY OF CALIFORNIA, LOS ANGELES

Applications and nominations are invited for the position of DEAN OF THE UCLA MEDICAL SCHOOL

Candidates should have the capecity to exercise leadership not only in the School of Medicine, but at the local, state, and national levels as well. Salary will be competitive.

To be assured full consideration, nominations end applications should be east by April 30, 1982 to:

Medical School Deen Search Committee c/o Ms. Connie Chittick Office of the Chancellor University of California Los Angeles, California 90024

UCLA is an Equal Opportunity, Affirmative Action Employer. WORDS CONTROL OF THE PROPERTY OF THE PROPERTY

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Resident Director

The Massachuselts College of Art is looking for a person who will provide supervision and coordination to the Smith Residence Hall including establishment of a livinglearning environment lo encourage personal growth and academic achievement under the direction of the Vice President of Studen

The Resident Director plans, orgenizes and directs the total operation of the Residence Hell, i.e., lacilities management, desk operations, renovations, damage control. Inventory, vending

Master's degree preferred in appropriate discipline. Salary range \$15,000-\$17,000 fo lwelve months. Ilve-in posi lion. Benefits and fullion walver. Beginning: June 1, 1992. Interested applicants March 27, 1992 to: Director College of Art, 621 Huntington Ave., Boston, MA 02115. Affirmative Action/ Equal Opportunity



eadership Opportunities

in Central California

ASSOCIATE DEAN OF INSTRUCTION

Business Division - Fresno City College

DUTIES: Establishes and maintains business and community relationships which will benefit instruction; provides leadership in articulation with high schools and iniversities.

MINIMUM STANDARDS: Includes a MBA degree or a master's degree in business or a related area. THE DIVISION: The division offers twenty-one majors with a quality oriented staff of 28 full-time and approximately 60 part-time faculty members.

ASSOCIATE DEAN OF INSTRUCTION Technical-Industrial Division - Fresno City College

DUTIES: Recommends to the dean of instruction schedules of teaching assignments. Serves in a liaison capacity between the faculty of the division and the administration; promotes, organizes, coordinates and develops 35 division programs.

MINIMUM STANDARDS: Include a master's degree in any occupational or technical area or a bachelor's degree in any occupational or technical area and a master's degree in Education.

THE DIVISION: The division offers thirty-five programs with a quality oriented staff of 40 full-time and approximately 80 part-time faculty members.

STATE

CENTER

COMMUNITY

COLLEGE

DISTRICT

Starting Date: 7/1/92 Filing Dendline: 3/30/92

المرافقين المرافق

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.



Taconia Community College is a comprehensive community college located in the Pacific Northwest serving 3,200 FTE. The college is known for its quality educational programs; skilled, dedicated faculty; and close ties to the community. The college is committed to increasing the diversity of its faculty and staff and encourages applications from qualified individuals with substantive multicultural experience or expertise.

ASSOCIATE DEAN FOR LEARNING RESOURCES The Associate Dean for Learning Resources is responsible to provide supervision and coordination of all personnel and activities in the library and media services to the college community.

QUALIFICATIONS: MLS or Muster's in education media, instructional lechnology or related area. Three years' experience managing a learning

ASSISTANT DEAN OF STUDENT FINANCIAL ASSISTANCE The Assistant Dean of Student Financial Assistance is responsible for all aspects of student financial assistance and is expected to play a significant rule in formulating and implementing recruitment and retention efforts.

QUALIFICATIONS: Bachelor's degree required. Master's in Student Personnel Administration or Business or related field preferred, Minimum of three years' administrative experience in financial aid.

SALARIES: Commensurate with qualifications and experience. Additional information and application materials may be obtained from: Human Resources, Tacona Community College, 5900 S. 12th St., Tacona, WA 98465; (206) 566-3014. In order to be guaranteed consideration, applications must be received in the Human Resource Office by 4:30 p.m. on April 27, 1991. Minority candidates are encouraged to apply. AA/EOE.

nie student staff supervision and training: developmental programming: and counseling, discipline and group udvisiog. Teaching/foculity mank possible. Requires a Mister's degree in Student Personnel, Counseling or related field. Desired are post-baccalureate experience in residence half supervision, teaching or counseling, Competitive selary plus furnished apartment, board and excellent benefits, Nine-month contract. Interviewing at NASPA and ACPA confreences. Women and minorities encouraged to apply. Letter of application and 4 letters of reference should be sent by April 15, 1992 to Rit Pandy. Director of Residence Life and Judicial Affairs, Miam Residence Life and Judicial Affairs, Miam

er.

Residenca life: Residence Hall Director, Salini Mary's College. Primary responsibilities include staff selection, training and auteristion (6-17 Resident Advjors and 24 hour desk stafft, program development, and general administration of 330-550 person residence hall. Sensitivity to women's issues and an appreciation of Catholic liberal arts tradition are essential, Ten-month position. Master's degree preferred. Competitive salary including compute pauriment, meals, and benefits and opportunities for professional development. Will be interviewing at ACPA and accepting re-

Residence Life: Graduate Area Coordinator: Live-in, shares responsibility with one other Graduate Area Coordinator for halis housing 700 students; supervises 20 RA's and in some cases graduate assistant. Other duties include community development, programmins, discipline. Earolinent in a graduate program required and previous experience preferred. 9 month contract, 56,500, furnished spartment, mast plan, 6 credit tuition waiver, and other standard transfer. Interpretation at ACPA, Preferred.

Residence Lifer Residence Director. Livednostico provides valuable experience. Manier's required; prior residence work experience preferred. Competitive salary. plus apartment, board, benefits. Tentonth contract. Summer employment available, interviewing at NASPA/ACPA or submit letter and resume directly to submit letter and resume directly to residence Stockion, California 93211; (209) 946-2331. An Equal Opportunity Employment. Stockion, California 93211; (209) 946-2331. An Equal Opportunity Employment.

Residence Life: Residence Hall Director, Residential Life and Housing, University of the facilities for creating and maintaining a residential environment which enhances residence life: Residence Hall Director, Salm Mary's College. Primary 185500019, 1855

ASSOCIATE DEAN OF THE COLLEGE



Williams College

Applications and nominations are invited for the full-time position of Associate Does of the College at Williams College. Reporting directly to the Dues of the College, the Associate Dues with abuse in the control invited properties of students. The Associate Dues will participate with the chordents in advising attentions and in the administration and interpretation of college regulations to students, faculty, and college committees. The Associate Does, attng with the Desn of the College, will must with the President's Administrative Group, and participates in other important college committees.

The Associate Deen's neglector responsibility and the residence of the College committees.

college committees.

The Associate Dean's particular responsibility will be to advise interest statement, successful to Dean will act as linisent with student organizations and campus committees serving the needs of minority students; eversee administrative superts of several programs. Including the Ford-Mellon Research Scholars Program for Minorities, and orientuling programs for minority students in educational and postgratuate opportunities. The Associate Dean will also work on callege-wide programs of multifullural awareness.

Applicants should have a Master's Degree or higher, administrative experience at the college level, and experience in counseling students. To be successful, a candidate must have strong interpersonal and communication skills, experience in setting up programs, and the ability to work both independently and as a part of a collegue office.

Pounded in 1793 and located in the Berkshim hills of western Museu-chusetts, Williams is a highly subclive, co-educational, liberal arts col-lege, with a student body of 2,000 drawn from diverse ratial, ethnic, and As an affirmative sciton, equal opportunity employer, Williams College eagerly encourages applications from women and minority caudi-

The position is available this summer, with a preferred starting date of 1 july. To apply, mail letter of application, resume, and the names of three references on later than April 3, 1902 to: Richard B. Butlett, Director of Personnel, Williams College, P. O. Box 476, Williamstown, MA 01267; (413) 597-2681.

opportunities. Available: July 1, 1992.
Send cover letter, résumé and names of hire references to: Anthony M. Martin. Director of Housing, Carnegie Melton University, 1060 Morewood Avenue, Putsburgh, Peansylvanan 15213, by April 10, 1992. Interviews well be arranged for ACPA and NASPA. An EOVAA Employer.

Frankie D. Minor, Director of Housing, c/o Human Resources, Saint Louis University, 3500 Lindell Boulevard, St. Louis, Misson-ri 61003. Saint Louis University is an AA. Equal Opportunity Employer. Minorities are encouraged to apply.

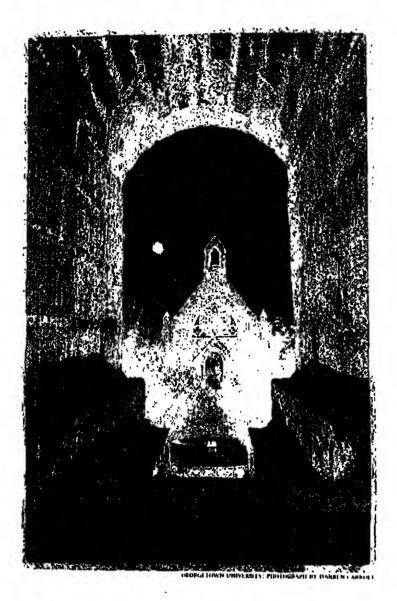
and NASPA. An ELYAA Employer.

Residence Life: Instruction: Opening, Responsibilities include the day-to-day systems management functions of the Department of Housing, such as aprollection and assignment process; billing process; all attudent account housing charges; financial projection and tracking of a 510 million budget; projecting and maintaining enrollment management statistics including forecasting occupancy and retention; supervision of the Central Housing staff and three professional Area Coordinators, Qualifications include: Master's required in related field, minimum of three years' professional experience, distant and Lottus experience, distant and Lottus experience preferred. Will be attending Oshkosti Placement Exchange and NASPA. Contact





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THE UNIVERSITY OF TULSA

VICE PRESIDENT FOR STUDENT DEVELOPMENT VICE PRESIDENT FOR STODENT DEVELOPMENT
This newly created position reports directly to the President and is respensible for the development and coordination of all academic support
programs at The University of Tulsa. Academic support groups include
programs at The University of Tulsa. Academic support groups include
programs and sophomore advising, the Academic Transition Program, the Student Advocacy Center, the Health and Counseling Center,
Career Counseling and Placement Office, Dean of Students Office, nontraditional student programs, Student Activities, and the Testing Office. traditional student programs, Student Activities, and the Testing Office.

Speed emphasis will be the development of a transition program which is design to assist students requiring additional academic preparation and non-traditional adult students enter into a competitive college environment, Another priority is the development of a program and services for a campus-wide student retention effort.

iora campus-wine student reference enorm.

The minimum qualifications for this position are a master's degree, extensive experience in the development and coordination of programs to support "at-risk" and non-traditional students, a record of successful kadeship in developing campus-wide retention programming, and experience in teaching at the college level.

perience in reacting as the change of the preferred qualifications for this position are a Ph.D. degree and more marketing and community outreach experience.

ASSISTANT VICE PRESIDENT FOR

STUDENT DEVELOPMENT AND DIRECTOR OF THE ACADEMIC TRANSITION PROGRAM Direction of the Academic Transition Program, which are the Academic Transition Programs, and the University of Tutus. Academic support groups include all Ireshman and support groups include all Ireshman and support or advising, the Academic Transition Program, the Student Advocacy Center, the Health and Counseling Center, Career Counseling and Placement Office, Dean of Students Office, non-traditional student programs, Student Activities, and the Testing Office. In addition, this position directs the Academic Transition Program for first-year students requiring additional academic preparation.

The qualifications for this position are a master's degree, teaching experience at the college level, and experience with developmental curricula and retention programs. A Ph.D. degree is preferred.

and retention programs. A Ph.D. degree is preferred.

The starting salary is competitive and commensurate with experience. The University of Tulsa others a comprehensive fringe benefits package, including 100% tuition reduction benefit for the employee and eligible dependents after one year of employment.

The University of Tulsa is committed to diversifying its faculty and staff, itembers of under-represented groups are strongly encouraged to apply. Screening of applications will commence April 1, 1992. These positions will be available June 1, 1992. Applications, unless directed otherwise, will be considered for both positions. Applicants for one or bush positions should send a letter of application, resume, and names and addresses of three references to:

The University of Tulsa is an Equal Opportunity, Attirmative Action Employer.



DEAN OF THE FACULTY/ VICE PRESIDENT FOR **ACADEMIC AFFAIRS**

Cedar Crest College seeks a Dean of Faculty who will demonstrate a commitment to high-quality education for women for the 21st Century. In advance the Cedar Crest mission, the Dean will possess a record of significant academic accomplishments and a readiness to participate in all areas of scholastic activity including leaching.

The successful candidate will demonstrate a knowledge of and experi-nce with issues of diversity, pluralism, and internationalism as they are periment to Cedar Crest College. Applicants should be prepared to sup-port the interdisciplinary character of the educational experience at Ce-dar Crest and exercise leader-ship in enabling faculty and students to realize their educational aspirations.

Cedar Crest College is a four-year independent liberal arts college for women. There are 1,200 students about half of whom are traditional age and half of whom are adults returning to school. The 125-year-old college ofers 32 majors with 57 full-time faculty, 88% of whom have terminal degrees. The beautiful campus is located in the Lehligh Valley, 90 miles from New York City and 50 miles from Philadelphia.

Nominations and expressions of interest will be received on a rolling basis until April 30, 1992 with the expectation of filling the position for the 1992-93 scademic year. Competitive salary, Please send letters and curtoilum vitae in confidence to Dr. Dorothy Gulbenkian Blaney, President, Cedar Crest College, 100 College Drive, Allentown, PA 18104-6196.

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DEAN OF **CURRICULUM STUDIES**

Martin Community College, a multi-county, rural state community college of 750 FTE, is looking for an energelic, progressive individual to lead the institution's curriculum studies. This person should be able to provide formal direction in all educational areas including vocational programming and general transfer curriculum. The Dean is the chief academic of-ficer reporting directly to the Presi-dent with responsibility for all cur-riculum personnel and programs, as well as implementing the Col-lege's academic plan, overseeing curriculum programs and associat-cd facilities, equipment, personnel, and budgets.

An appreciation for and under-standing of small, rural community colleges is important, as well as a good working knowledge of cur-remt state-of-the-art course deliv-ery methods. The successful candi-date must posses a moster's de-gree from an accredited college or university, with a doctorate pre-ferred. Additional preferred qualifi-cations include college teaching and at least three years of commu-nity college and/or menegerial ex-perience.

The Dean position is available July 1, 1992; salary is commensurate with qualifications and college salary structure. A letter of application addressing the candidate's qualifications to perform the above listed duties, accompanied by ridsums, statement of philosophy, and other credentials must be received by April 1, 1992. All inquiries should be directed to:

Office of the President Martin Community College Kehukee Park Road Williamston, NC 27892

Affirmative Action, Equal Opportunity Employer

NORTH CENTRAL KANSAS AREA VO-TECII SCHOOL

DIRECTOR/C.E.O.

North Central Knnsas Area Vo-cational-Technical School, Be-loit, Kunsas, is accepting ap-plications for Director / C.E.O. Contact Judy Bauman, Clerk, Box 507, Beloit, KS 67420 or 913/ 738-2276 for more information. Application deadline: March 18, 1992.

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Southeast Missouri State Universit

VICE PRESIDENT FOR STUDENT AFFAIRS

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill overlooking the city of Cape Girardeau and the Mississippi River. During the 1991 fall semester, 8,800 students were enrolled in programs leading to associate, backelors, masters and specialist degrees.

THE VICE PRESIDENT reports directly to the President and is the senior administrative officer for the Division of Student Affairs. The Vice President is responsible for providing leadership and administrative direction to a comprehensive student affairs program which complements and supports the academic mission of the University and enriches the quality of student life. The Vice President works closely with academic leadership in providing direction for the co-curricular segment of the University's nationally-recognized University Studies program. The Vice President implements the programs of the newly-reorganized Division of Student Affairs, including enrollment management, student development, and auxiliary units.

FUNCTIONAL AREAS for which the Vice President will be responsible include: admissions/new student relations; orientation; coordination of scholarships; registrar's office (enrollment, student records); tutorial services; testing services; equal opportunity programs (Student Support Services, Talent Search); career planning and placement; health services; counseling services: student rights and responsibilities; services to minority students, commuter students, students with disabilities, adult teamers, international students, off-campus students, and students with gender issues; residence life; University Center and campus activities (including bookstore and textbook services); Student Recreation Center/recreational sports; and the contracted university dining services.

REQUIRED QUALIFICATIONS:

- Earned doctorate in an appropriate field from an accredited institution.
 Evidence of commitment to the philosophy of student personnel work.
 Demonstrated administrative, management, and leadership skills.
 Significant, progressively responsible and relevant administrative and supervisory experience in areas related to this position in higher education (minimum of eight years preferred).
- PREFERRED QUALIFICATIONS:
- Demonstrated expertise in a campus-wide program of enrollment management which enhances the recruitment, retention, and success of students.
 Demonstrated commitment to affirmative action and the promotion of cultural diversity.

- Demonstrated commitment to alibrative action and the promotion of cultural diversity.
 A record of experience in managing student-related auxiliary units and student advocacy.
 An outstanding record of contributions to the profession.
 Experience in teaching, academic advising and/or academic administration.
 The ability to work effectively with faculty, staff and students in a collegial governance structure.
- Strong interpersonal skills. Excellent verbal and written communications skills.
- SALARY AND BENEFITS are competitive and commensurate with experience and credentials.

POSITION AVAILABLE: August 1, 1992, or as soon as possible thereafter.

NOMINATIONS DEADLINE: Nominations must be submitted not later than March 20, 1992 to the

APPLICATION PROCEDURE: All application materials must be postmarked not later than Friday, April 3, 1992. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vitae, and the names, addresses, and phone numbers of five references

Kala M. Stroup, President Southeast Missouri State University One University Plaza, Cape Otrardeau, Missouri 63701

utheast Missouri State University is an Affirmative Action, Equal Opportunity Employer and encourages nominations and applications of women and minorities.

SWEET BRIAR COLLEGE Dean of Academic Advising

Dean of Academic Advising to develop and coordinate the academic advising program for freshmen and sophomores, continue the development of the Freshman Seminar Program, and manage college-wide retention efforts at a noted mid-Atlantic women's college. Experience in college teaching and advising required, good interpersonal and teadership skills, commitment to women's education and development. Reports to the Dean of the College: Italson with Admissions. Pinancial Aid and Student Affairs, Available July 1992. Advanced degree in the Liberal Arts or Sciences, Ph.D. preferred. Send vita and three letters of recommendation to Dean George H. Lenz, Chair, Search Committee, Sweet Briar College, Sweet Briar, Virginia 24595. Consideration of applications will begin March 30, 1992. Women and milnorities encouraged to apply, FOC.

is experience in residence half managemin preferred. Computer knowledge help Senvisysty to a religiously- oriented lege envisument essential. Candidates procedures, coordinate department sourced interviews at NASPA point 25. Contact Chastopter M. Janosle, rector for Residence Life. Kennedy III. Vulanuva University. Vulanuv

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Averill. Associate Director of Residential
Life, MSU Boa 30, Mankato, Minnessia
\$6602-8400 AA/E/DE employer.

Residence life: Associate Director. Responsibilities include, act in the absence of
the director; supervise the physical operations of the department sociations room as-

In 20173.

Residence Life: Director of Housing and Residence Life. Eureka College, a private Midwestern liberal arts college of 500 attachments, seeks an individual to continue development of attorns residence life program. The Director will supervise fifteen Resideas Assistants and Greek Housing, and will develop a councetion to compute fifteen the process of a stronger intranual program addition, the Director will assist in the development of a stronger intranual program attrough Housing and Residential Life. The Director, as part of a Student Development team, will estail in intudent activities, conscient, computed sixtle in the Director and as assigned by the Dean of Student Development, Master's degree required tentry level professions given consideration). Salary very competitive with



Associate Dean for Development

Executive Director UVA Medical Alumni Association THE UNIVERSITY OF VIRGINIA

Executive Director of the Medical Alumni Association.

Reporting jointly to the Dean of the School of Medicine and the Board of Directors of the UVa. Medical Alumni Association, the Associate Dean will be responsible for planning and implementing a comprehensive fund-raising program including major gift solidation, corporate and foundation giving, planned giving and annual support programs.

The successful candidate will have a proven track record of major gift fund raising, with at least tive years of sentor level menagement experience. The ability to work in a complex University setting and closely coordinate the Medical School development program within a decentralized university wide fund-raising structure to an essential requirement. The individual selected for this position will have truegible, a history of success in leading and motivating shift, strong interpersonal stills, demonstrated writing and oral presentation skills and the ability to personally solidit and close gifts. Salary is competitive and commenturate with experience.

Send letters of application and/or nomination along with a resume to: Send letters of application and/or nomination along with a resume to:

Robert D. Sweeney
Vice President for Development
The University of Virginia
The Rotunda
P. O. Box 9013
Charlottesville, Virginia 22906-9013
FAX—804/924-0556

The University of Virginia is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

housing and meal ploa provided, Applica-tions will be rivered beginning April 2, and will continue until position is filled. Send resume to R. Dale Martin, Dean of Surdem Development, Eureka College, 300 East College Avenue, Eureka, litinola 61530, Interviewing at NASPA.

Russiam Visiting Assistant Professor of Russian Language and Literature, 1992-93 Iono-year postikon). ABD considered, Ph.D. In hand preferred, Must be able to teach attacted and twenteth-century

Russan literature in translation and Intermediate Russian language; fluency in Russian and English required; evidence of teaching experience and schotnylin important. Starting September, 1992. Send letter, cturiculum vine and two refacences to Stephan Hutchings, Department of Foreign Languages, Literatures and Linguistics, 390 Dewey Hall. University of Rochester. New York 14627. (Deadling for applications—May 181). University of Rochester is an Affirmative Action, Equal Opportunity Employer.



THE UNIVERSITY OF IOWA Vice President for Health Sciences

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The University of luvera seeks cardiolates for the Vice Freurient for Health Sciences. The Vice President, reporting directly to the President, will oversee all health science units of the University and will be responsible for the administration, planning, burkyching, coordination and review of those units. The Vice President will meet regularly with the President's Cabinet, the Provost, the collegate deans and the Director of the University Propilals and Clinics. He or the will therefore participate in policy making and budget decisions at the highest levels of the University. Those reporting to the Vice President include the Director of the University Hospitals and Clinics, the Dean of Demistry, the Dean of Medicine, the Dean of Norsing and the Dean of Starting and the Dean of Pharmacy. The University of lustra seeks caudidates for the Vice Freuden) for Health

The Colleges of Dentistry, Medicine, Nursing and Pharmacy are nationally prominent in research and clinical programs, extensive outreach and service activities, and major teaching and training programs. The Health Science Colleges employ approximately 4,000 people and serve an enrollment of 3,200 students.

The University of Iowa Hospitals and Clinics, one of the nation's largest university owned teaching hospitals, serves as the primary teaching hospital for the University's health science colleges. The University serves as the state's major termary care center, and its consistently ranked among the nation's finest hospitals. Its facilities and resources provide some 2,400 health science studies. dents the highest level of quality clinical training in 35 different programs

The Health Science colleges and the LIHC are a major resource in this Big Ten institution. In the University's setting of 28,000 students and approximately 13,000 faculty and staff, the faculty of the four health colleges attracted 588 2 million in research funding to the University in 1991. The combined operating expenses for fiscal year 1992 for the UiHC and the health colleges approximates 5540 million.

The University of fows seeks for this position an individual with a distinguished career in the health sciences. Applicants are expected to have an academic degree at the doctoral level in health sciences or health administra-Academic degree at the doctoral revent in Hearth Sciences or health administra-pition or an equivalent degree or fevel of achievement. It is important that the Vice President quality for tervire in a University department. There should be evidence of managing complex organizations effectively and of ability to earn external funds for research, development, training and/or operations. Experi-ence with educational training programs is desirable.

The Vice President should have a commitment to attracting a diverse student body, laculty and staff Applicants should have experience in the leader-ship of an organization in which large fluancial responsibilities are involved. Candidates should have excellent communication skills and experience work-ing across disciplines in the health sciences. It is expected that the Vice President will promote effective relationships not only within the University but also with relevant groups in the community, state and nation. The Presi-dent and the Search Committee are particularly eager to identify qualified women and minosity candidates.

The Search Committee will begin screening applicants on April 1, 1992. Nominations will be accepted until the position is filled. Please send nomina-

Richard P. Wenzel, MD. MSc., Professor of Medicine
Chair, Search committee for the Vice President for Health Science
101 Jessup Hall
The University of Iowa
Idva City, IA 52242

The University of lowa is an equal opportunity and affirmative action employer.

Baldwin-Wallace College

VICE PRESIDENT FOR STUDENT AFFAIRS AND/OR DEAN OF STUDENTS

The Vice President for Student Affairs and/or Dean of Students provides creative loadership for policy development and implementation in relation to all aspects of student life at the college. As a member of the President's Cabinet, he or she is an important participant in college-wide ticcison-making, and reports directly to the President. This person is responsible to supervise and lead the shaff and programs for residence halls, student activi-ties and organizations, the College Union, Health Center, counseling, and overall student development activities for both residential and commuting students. The position is available July 1, 1992.

Qualifications should include proven leadership ability in student devel-opment in a college environment, and commitment to the mission of a quality liberal arts college. The successful candidate should be able to inter-act positively with students, faculty, and staff and demonstrate thoughtful concern for the learning and growth of students, and improvement of the quality of student life. An earned doctorate is preferred.

Baldwin-Wallace is a comprehensive cullege of 4,600 students located in a suburb of Cicveland. The College has a strong financial base, stable enrollment, and diverse education programs for both traditional and non-tradition-

Nominations and applications, including a resume and list of professional ferences, will be reviewed beginning March 20, 1992. These materials

Or. Neal Malicky President Baidwin-Wallace College 275 Eastland Road

Bakhvin-Wailace College is an Equal Opportunity, Affirmative Action Employer.

School Psychology: #P91/92-45, Assistant Professor of School Psychology, Full-time,

Safety/Security: Security Operations Manager. University of California-Los Angeles Denariment of Communaly Safety is seeking a Manager to direct and develop Medical Center security program including slally field and personnel operations, malyzing and developing long range coals and policies, and developing long range coals and objectives. Responsible for analyzing and urdeling security hardware systems to reach current industry standards. Plan and direct annual hunger. Position requires skill a supervision, writing, interpersonni communication, souling priorities, morivating cohers, and in financial administration. Knowledge of security methods, technology, personnel communication, souling priorities, morivating cohers, and in financial administration. Knowledge of security methods, technology prephology and to secure external funding for research or service project background check. Salary: \$37.800-\$36,700/year. To apply, send resume with salary history to Donne Capraro, UCLA Communally Sarvices, 601 Westwood Places, Los Angeles. Calfornia 90024-1364. graduate courses in school psychology, educailonal psychology, special education, and massurement, and undergraduate
courses in special education, educational
psychology, and measurement. Engage in
research related to school psychology and
educational psychology and to secure extornal flunding for research or service prolects. Qualifications: appticants should
have an earned doctorate in school psychology or psychology with an emphasis in
school psychology. Preference will be givent to applicants who have experience or
preparation in working with students from
diverse cultural, socioeconomic, and liasuistic backgrounds. Some prior college
teaching and program dovelonment in
school psychology, special education, and
educational rsychology rreferred. Applicants should have some exidence of productivity in applied or basic research in

SEARCH EXTENDED STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND

HOURS DESCRIPTION OF STREET SERVICE OF STREET STREE

Cortland, New York

ASSOCIATE VICE PRESIDENT FOR INFORMATION SYSTEMS

Responsibilities: The Associate Vice President for information Systems is a new position resulting from reorganization of information-related services. These include the Library, Administrative and Academic Computing, Telecommunications, and the Learning Resources Center. Others, as organizationally appropriate, may be added. The Associate Vice President for information Systems will report directly to

Qualifications: Significant experience with both libraries and com-Qualifications: Significant experience with boll: libraries and computer services, some experience with telecommunications and classroom technologies. Master's degree required: Ph.D. desirable. Successful administrative experience, including management of personnel and budget, strong oral and written communication skills, leadership in an academic environment, and experience in long-range planning. Candidates must have a strong commitment to the importance of information technology in higher education, and they must take scriously a leader's responsibility to affirmative action and diversity.

The College at Cortland has approximately 6,000 students, 900 employees, and an annual budget of \$29,000,000.

proyecs, and an annual budget of \$29,000,000.

A detailed position description will be malted to applicants. Review of applications is ongoing. Campus interviews will be conducted in mid-April. Interested candidates should submit a letter describing their interest in the position and the relationship of their backgrounds to life position, a résumé, and the names and telephone numbers of five references. No references will be contacted without permission and additional references not contacted until the committee is working with a short list. Send application materials to:

Dr. Marliou B. Wright Executive Assistant to the President P. O. Box 2000 SUNY College at Cortland Cortland, NY 13045

The College at Cortland is committed to the theory and practice of equal employment opportunity and affirmative action.

VICE PRESIDENT FOR

Santa Clara University

UNIVERSITY RELATIONS

Santa Clara, California

Santa Clara University, the oldest institution of higher learning in Callfornia, seeks a Vice President for University Relations. Founded by Jesulis in 1851 and located in the "Silicon Valley", Santa Clara unrolls approximately 4000 undergraduate and 3700 graduate attributes in five schools: Arts & Sciences, Courseling Psychology & Education, Business Engineers, and law ness, Engineering, and Law.

The Vice President reports directly to the President and has responsibility for a staff of 00 persons in university relations, alumni relations, communications, and development. The university is on schedule in its \$125 million capital campaign that will end in 1095. Santa Clara sooks experienced professionals in university relations and institutional advancement with successful records of staff management, fund raising, and capital campaigns. and capital campaigns.

Applications, nominations and requests for information should be dis-

Father Paul Locatelli, S.J. Prosident Santa Clara University Santa Clara, CA 95053

Applications, nominations, and requests will be held in absolute confidence. Senta Clars University is an equal opportunity, affirmative action educator and employer, and in this spirit voicemes inquiries from all qualified persons, including women, persons of color, disabled persons, velerans and members of other under-represented groups.

school psychology. Rank and Salary: Assistant Professor, tenure-track at a starting salary of \$0,000 for nine monains. Opportunities for summer employment. Appointment: August 25, 1992. Procedure: sand a letter of interest, resume, transcripts, and three 13 letters of reference. Apply to: Dr. Rajoh Carbon, Chair: Department of Educational Psychology: The University of Texas-Pao American; 1201 West University of Tex

Social Science: Instructor/Assistant Professocial Science: Instructor/Assistant Professor, Field of Anishopology, Fult-time, permanent, nine-month position, subject to standard University renewal procedures for permanent, senure-track positions. Location: University of Alaska Fultbanks, Chukchi Campus, Kotzebue, Alaska Salary: Depending on experience. Duties: Will be responsible for program/curriculum development and instruction in Social Science areas; advising students: working as part of the instruction team, assessing needs and delivering courses using the widest variety of methods possible, both traditional and non-traditional. These include computer-assisted instruction, instruction, audio-conferencing and correspondonce, as well as classroom instruction. Qualifications: Earned degrees; minimum qualifications: Master's Degree, Ph.D. prefarred, and axperience in teaching social Science. Curriculum development and assessment experience; crosscutural education program aperience; incoming a description of the program and control program; including experience in non-fraditional education program; including experience in non-fraditional education program; including experience in Rum Alaska: computer experience successary. Willing to travel, Closing Date: March 13, 1992, of unit filted. Application Procedure. Stroutil letter of application, comprehensarions.

Social Science: Alverno College, nationally recognized for curriculum/assessment innovation, seeks to add one full time faculty member to the Social Science Department beginning August 1992. The College has an ability-based program offering liberal arts beginning August 1992. The College has an ability-based program offering liberal arts and professional bachelor's degrees to women in weekday/weekend ilmeframes. Social Science is a growing interdisciplinary department of the members; we have just added a fourth for next year and seek to reach a full complement of five. The program has an applied focus, emphasizing comparative and multicultural perspectives as well as community involvement. We seek a generalist committed to student-confered undergraduate education, with experience in teaching and collaboration, familiarity with receletas/gender issues to curriculum development, and research interdiging the teaching/fearming process. Ph.D. preferred, in a field such as sociolosy, positical science, orban studies, or humandeulural geography. Assistant professor rank. Candidates should be propared to teach any combination of the following courses: introductory social science, survey research methods, rice and ethnicity, political economy, stobel studies, and human ecology/environmental studies, send letter of application, vita, list of references, and a statement of your educational philosophy to Stepsen Sharkey. Coordinator, Department of Social Science, Avento College, 340 South 39th Street, P. O. Box 319922, Mitwaukse, Wisconsin 53234-3922. Dead-line: April 3, 1992.

Social Science Education: Tenure track, assistant professor, Ed.D. or Ph.D. preferred but ABD or M.A. considered. Certification to teach high school social science required, and high school social science required, and high school social science or preferred. Duties include teaching social science teaching methods, supervising student teachers and being able to teach? Or more courses in lower division social science or history. Position beginning late August, 1992. Send letter of application, curriculum vitac, and names of three references to Dr. Jonathan Wagner, Chair, Social Studies and supervisity, Minot, North Dakota 58702. Application deadline: March 20, 1992. AAFOE.

Social Studies and course in elementary and secondary social studies methods, social studies recovers to Dr. Jonathan Wagner, Chair, Social Studies social studies and supervisity, Minot, North Dakota 58702. Application deadline: March 20, 1992. AAFOE.

Social Studies Education Teach undersubtive account of the proposed studies and secondary social studies and secondary social studies exceeded to the proposed studies and secondary social studies and secondary social studies exceeded to the proposed studies and secondary social studies and secondar Social Sciences: Southeastern Oklahoma State University. Instructor of Social Sciences—Master's degree required, Ph.D. preferred. Salary is commensurate with training and experience, Two years' experience in high activoit teaching is Social Sciences and specialty in 19th century American History desirable. Taaching may in-

Durant, Otenanus deadline is April 13, 1992. AA/EDE

Social Studies Education: Teach undersubunter courses in elementary and secondus
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William & Mary **Associate Provost** for Affirmative Action (Search Extended)

TOTAL 1993+

The College of William and Mary The College of William and Mary Invites nominations and applications for the position of Associate Provost for Affirmative Action.

the position of Associate Provost for Affirmative Action.

The Associate Provost for Affirmative Action reports to the Provost and is the principal policy adviser to the President, the Provost, the academideans, including the University Librarian, and other serior administrators regarding the development and implementation of programs and policies designed to enhance ractal, ethnic, cultural and gender diversity at the university and the integration of such programs and policies into the academic planning of the university. The Associate Provost for Affirmative Action provides leadership in university. The Associate Provost for Affirmative Action provides leadership in the development of and encourages support for the affirmative action and diversity enhancement programs of the university, coordinate passonal and affirmative action issues associated with the recruitment, selection and appointment of instructional, administrative and professional faculty, recommends, implements and monitors standards, procedures and reward structures related to the cultural and social diversity of the university, directs the Office of Affirmative Action/Equal Employment Opportunity and undetakes other activities appropriate and necessary to the office.

Applicants/nominees should possess effective experience in diversity enhancement and affirmative action policymaking capacities as a faculty leader or academic administrator. A background in affirmative action, equal emptyor acatemic administration. A deception in animative action, educe empoy-ment opportunity administration or comparable legal/technical experts in preferred. A Masier's degree or higher is required; a terminal degree strongly preferred. While the position is administrative in nature, tenure or inner-eligibility in a department of instruction may be considered based on scholar and teaching credentials. Comprensation is competitive and commensurate with experience and qualifications.

Nominations and applications including curriculum vitae and the names addresses, and telephone numbers of three references should be forwarded to Jean A. Scott, Acting Associate Provost for Academic Administration, College of William and Mary, P. O. Box 8795, Williamsburg, VA 23187-8795. Review of applications will begin on March 16 and continue until the position is filled.

The College of William and Mary is an Affirmative Action, Equal Employment Opportunity Employer.

Carnegie Mellón



Bentley College is a dynamic, independent institution, well-known for its business education, and supported by a strong liberal arts core curriculum.

As a senior member of our administration, the Vice Prosident will focus on fund-raising, using leadership skills acquired from previous management experiences to design and implement a comprehensive program. Reporting directly to the President, the successful candidate will oversee the management of all capital campaigns, including major gifts. This individual will manage a development staff that focuses on fund-raising, annual support, capital campaigns. planned/deferred giving, grant proposals and special events, while working closely will line President to manage the public affairs programs of the College. Demonstrated ability to direct a major capital campaign is essential.

For full consideration, nominations/applications must be received by April 1, 1992. Please forward to: Dr. Robert H. Minetti, Vice President for Student Affairs, 435 Rauch Administration Center, Bentley College, 175 Forest Street, Wattham, MA 02154-4705.



Bentley College 175 Forest Street

Wallham, MA 02154-4705 An Equal Opportunity/Altirmative Action Employer

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are especially encouraged to apply. CONTRACTOR DESCRIPTION & MAKENA MARKAN MARKAN MAKAN MAKAN

ASSISTANT VICE CHANCELLOR FOR ACADEMIC AFFAIRS

VICE PRESIDENT OF

Carnegle Mellon University, a private coeducational

university with approximately 4500 undergraduate.

3000 graduate students, and 530 faculty, is one of the

nation's most rapidly expanding research universities.

CMU has nationally recognized programs in the areas

of engineering, computer science, basic sciences, lib-

eral arts, fine arts, and public and private management.

CMU is presently enjoying the successful completion

of a \$200 million capital campaign. This campaign has

aid the foundation for future fund raising efforts. The new Vice President of Development will provide

leadership for all of the University's efforts in both

fund raising and alumni relations. The Vice President

will have direct responsibility for planned giving, alumni relations, annual giving, corporate and foundation re-

lations, major gifts, as well as for the administrative

and operations functions of the development division.

The development division currently has a staff of 63

The successful candidate will have a significant track

record of successful fund raising in another major non-

profit Institution. The candidate will also demonstrate

a knowledge of development systems, operations and procedures and be effective in interacting with both

corporate and individual contributors and with

faculty. Finally, the new Vice President should have a

history of attracting and retaining outstanding

The candidate should submit a

letter of interest and resume by

March 27, 1992, to Dr. James C. Hess. Executive Vice President.

Diversified Search, Inc., One Com-

merce Square, 2005 Market Street,

Philadelphia, PA 19103. Carnegie Mellon University is an affirmative

action, equal opportunity employer. Women and minority candidates

and an annual budget of \$3 million.

DEVELOPMENT

The University of Tonnessoo at Martin is one of lour primary campuses of The University of Tonnessee. It is located approximately 100 miles north of Memphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate entollment of 5.49. The embasis of the campus is solidly an excel-is undergraduale funitruction. We seek candidates who can liate a similar commitment.

The University of Tennesseo at Martin invites applications and nominations for the position of Assistant Vice Chancellor for Academic Affairs. The Assistant Vice Chancellor reports directly to the Vice Chancellor for Academic Affairs.

**Valifications:

• Earned doctorate
• Record of leadership and ability to work with faculty and other administrators in accomplishing complex tasks
• Experience with the preparation, monitoring, and management of academic unit and support budgets
• Excellent oral and written communications skills
• Experience in university academic administration and budget management preferred
• Academic credentials which support a tenure-track faculty appointment

Pointment Record of successful university-level teaching and scholarly achievement

Appreciation of the roles of faculty, students, and staff in univer-

ipplications must include:

• Letter of interest

• Current résumé

• Names, addresses, and telephone numbers of five references Regiew of applications will begin March 18, 1992, and continue until an appointment is recommended. Desirable starting date: July 1, 1992,

Moninations and applications should be sent to:
Mr. Phillip J. Miller, Chair

R. Phillip J. Miller, Charle Committee for Assistant Vice Chancellor for Academic Affairs The University of Tennessee at Martin 327 Administration Building Martin, TN 38238

Martin, TN 38238

The University of Tennessee at Martin is an EEO/AA/Title 9/Section 504ADA Employer. We are particularly interested in receiving nominations of and applications from women and minority candidates.

Seeld Work Assistant/Associate Professor, image-tract, CSWP-accredited BSW roman, DSW; P.D. in Social Work or place for a feutroit. ABD considered: ABD considered: ABD considered: type into year of post-MSW practice type into year of post-MSW practice and people of color and/or say men and

VICE PRESIDENT FOR STUDENT SERVICES

Walker Technical Institute is a public postsecondary technical insti-tute operated by the Georgia Department of Technical and Adult Education offering career, diploma, and continuing education pro-grams to the citizens of four Northwest Georgia countries and serving over 3,000 students annually.

RESPONSIBILITIES: The Vice President of Student Services reports to the President and is responsible for all activines of this division to include bur not limited to recruitment, testing, admissions, registration, orientation, public relations, sindent records, counseling, limancial aid services (Pell Grant, TRA, TAA, Peach, VA), graduation, job placement, retention, employee relations, and evaluations of employees and student services.

QUALIFICATIONS: Prefer individual with advanced degree in educational administration or related degree with a minimum of five years direct supervisory experience in student development agement work environment. Work history and accompli-must exhibit high level of professionalism.

SALARY. Negotiable based on education and work experience. CONTRACT AND STARTING DATE: This career track op-portunity, a twelve-month administrative presidential appointment, is available inimediate

CLOSING DATE: Open until filled.

APPLICATION PROCEDURES: To be considered for this posi-APPLICATION PROCEDURES: To be considered for this posi-tion, a letter of application, a detailed resound or vita detailing all education and work experience complete with current list of five references (one of which must include current employer), and effi-tial transcripts must accompany application. Application fetter should describe in detail the candidate's unique qualifications for this position and recent salary history. Application package should be addressed to:

Office of the President Vice President for Student Services Walker Technical Institute Route 2, Box 185 Rock Spring, Georgia 30739

For additional information, call the Office of the President at

An Affirmative Action, Equal Opportunity Entployer



Institute of Technology

PROVOST

The Provost is the principle academic officer of Oregon Institute of Technology and is responsible to the President for all activities and supporting resources relating to curriculum, teaching, scholarship, and outreach.

The Provost provides creative and effective leadership in:

 Maintaining the tradition of excellence in teaching and currency of subject marter in rechnologically-related programs.

Financing the collegial atmosphere and scholarly productivity of the Insti-

Delivering education throughout Oregon to meet the various needs of diverse populations and the economy for programs and courses in sophisticated technologies.
 Strategic planning and fiscal management.

An applicants must:

 He qualified to be appointed as a professor with tenure in an academic department and for personal involvement in reaching, service, and scholdepartment and for personal involvement in reaching, service, and a arship.

2. I have prior achievement at the level of dean/director or equivalent.

To apply or nominate a candidate, call OIT's Personnel Office at 503-885-An application package will be sent to you which must be received back in complete form by March 31, 1992, to be considered a candidate.

Oregon Institute of Technology, founded in 1947, is located on the sunny aide of the creat of the Cascade mountain range and is one of eight institutions of the Oregon State System of Higher education. It has 2,750 students at its main campus in Klamath Falls and an additional 250 students at the OFT Metro Center in the Pordand area.

For more information about the position, you may contact Professor Bud Hart, Chair of the Search Committee at 503-885-1455.

OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER

work Program Invites applications for one tenure-trock attaining professor position beginning Pall 1992. Qualifications include the MSW degree, two years post-MSW to the MSW degree, two years post-MSW degrees the MSW degree the M work roughlant treat a shaltant professor position tenure-track assistant professor position beginning fall 1992. Qualifications include the MSW degree, two years' post-MSW agency spractice experience, a ofectorate in social work or a related field, an interest in research and a primary commitment to the social work profession. Experience in college leaching preferred. Candidates should have ability to teach across the BSW curriculum with primary areas in HBSE and Practice. The program has 150 majors and Practice. The program has 150 majors and has been accredated since 1974. TWU is a comprehensive public university, grimanly for women, located in the Delias-H. Worth memoplex. Condidates should forward letter of interest, curriculum vitae, and three independent letters of recommendation to Dr. Anils Cowan. Social Work Search Committee Chairperaco. Department of Social work will remain open until filled. A Dr. Holes will remain open until filled a Dr. Holes will remain open until filled and the professor of the remain open until filled and the professor of the remain open until filled and the professor of th

Social Work: Faculty positions for Falt 1992. Ceatral State University Department of Social Work. (1) Assistant/Associate Professor: Tenure track with rank negatiable based on credentials. Responsibilities include teaching courses in core social work curriculum, participation in efforts to

Social Works Director of Social Work Program, The University of Texas at El Paso. The University of Texas at El Paso invites applications and normations for the position of Director of Undergraduate Social Work Program to begin as early as September, 1992, but no later ikun January.



VICE CHANCELLOR

University of Wisconsin-River Falls

Nominations and applications are invited for the position of Vice Chancel-lor. The University of Wisconsin-River Falls, with an encollment of 5,100 students, was founded in 1874, and is one of thirteen universities in the University of Wisconsin System. Academic programs are oftered through the College of Agriculture, the College of Arts and Sciences, the College of Education, the Graduate School (Master's level), and Continuing Education and Extension. The University has a strong tradition of shared governance and short lines of communication among administrators, faculty, staff, and students.

The Vice Chancellur reports to the Chancellur and is the chief academic officer of the university as well as the ranking executive officer in the Chancellor's absence. Responsibilities include but are not limited to, planning, development, coordination and review of all academic programs of the university working directly with deans of colleges and appropriate governance groups; unclassified personnel issues including appearatments, promotion, renewals, lenure, and solary increments; budget recommendations including positions and dollar allocations; and serving as a representative of the university within the UW System.

The successful candidate should have an earned doctorate with potential for tenure in an academic department; significant accomplishments in scholarship and teaching; administrative and educational experience in higher education with a minimum of five years' expensive at the death associate dean level or higher; excellent communication and interpersonal sidils; demonstrated commitment to ethnic and gender diversity including attimative action and equal opportunity; and a commitment to the goals and mission of the university.

The University is located in the beautiful countryside of west central Wis-construency of the property of the

Applications must consist of a letter of application, curriculum vitae and names, addresses and telephone numbers of tive references. Deadline date for applications: April 22, 1992.

Dr. Conrile Foster, Chair Vice Chancellor Search and Screen Committee University of Wisconsin-River Falls River Falls, Wisconsin 54022 1-715-425-3579

An alphabetical list of all nominions and applicants, without differentiation, may be released following the closing date. THE UNIVERSITY OF WISCONSIN-RIVER FALLS IS COMMITTED TO ACHIEVING DIVERSITY IN ITS ACADEMIC COMMUNITY. WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY.

LAWRENCE

APPLETON, WISCONSIN

Vice President for Development & External Affairs

Lawrence University invites applications and nominations for the posi-tion of Vice President for Development and External Affairs. The Vice President reports to the President, is a member of the President's Admin-istrative Staff, and is responsible for fund raising and the university's relationships with its external constituencies.

relationships with its external constituencies.

The Vice President's development responsibilities include annual, capital, and deferred gift fund raising and planning and implementing a sesquirentennial program and capital campaign to be completed in 1997. The public affairs responsibilities encompass publications, print and broadcast media relations, public events, and general institutional promotion. Alumni relations programs include reunions, alumni clubs in major population centers, an active Alumni Association and Board of Directors, class agents, class secretaries, and reunion committees. A 201 member professional staff serves an alumni constituency of 17,000, maintains an alumni giving participation rate of more than 55 percent, and consistently raises more than seven million dollars annually.

consistently raises more than seven million dollars annually.

The successful candidate will have at least five years of senior level development experience, particularly in major gift solicitation. He or she will also have strong communication and public relations skills, a demonstrated ability to manage effectively, and the background to participate in the broader administration of this highly selective liberal arts college.

Applications and nominations should be addressed to President Richard Warch, Lawrence University, P. O. Box 599, Appleton, WI 54912.

Review of applications will begin April 1 and continue until the Vice President is appointed. It is hoped that the successful candidate will assume the vice presidential responsibilities prior to the 1992-93 fiscal year in order to assure the successful guidance and direction of the seegulcentennial campaign.

Lawrence University Is an Affirmative Action, Equal Oppor tunity Employer

1993. Condidates for this position also will be considered for a joint faculty appointment in the School of Social Work at The University of Texas at Austin which participates in a cooperative MSSW program in El Phao. The University seeks candidates with a broad interest in understraduate social work education, program development, a demonstrated ability to conduct research, and teach, and who qualify for araduate faculty membersities. The Director will be responsible for coordinating faculty activities related to CSWE accreditation. Amplicants must have an carred doctorate in social work or related field, an MSW degree and si lessy two years post-MSW experience. In adultion, candidates should have estabilished a record of performance as a faculty member which qualified them for an appointment at the associate or full professor level. Previous college or univer-

sity administrative experience is desirable. The University of fexas at El Paso has approximately 16,600 attudents enrolled in six colleges and is respected as an institutional that provides omisianding educational opportunities to the residents of the ropton. The multi-cultural, international region has



1. N. K.



INVITES APPLICATIONS FOR THE POSITION OF

VICE PRESIDENT FOR STUDENT DEVELOPMENT

Applications and nominations are invited for the position of Vice President for Applications and nominations are invited for the position of vice President for student Development at East Stroudsburg University. This individual, who is the Chief Student Development Officer, provides leadership in all areas relat-ed to student allairs Responsibilities include, but are not limited to serving as an advocate for student welfare and development, providing leadership to staff and students, developing polities, planning and coordinating programs, facilitating programs that meet the needs of a diverse student population, promoting social equity and diversity, serving as the budget executive for the Office of Student Development, admiristering collective bargaining agree-ments, representing the University as the Chief Student Development Officer to the State System of Highet Education.

The Vice President for Student Development reports directly to the President, is a scolor executive officer of the University, and serves on the University Cooldinating Council. Reporting to the Vice President are the Assistant Vice President for Student Development, the Director of Student Activity Association, Inc., the Director of Financial Aid, the Director of Career Services, the Director of the Counseling Center, the Supervisor of the Health Center, and the Assistant Dean for Student Standards.

the Assistant Dean for Student Standards.

Candidates for this position should have the following qualifications, demonstrated scholarly and administrative competence, including an earned doctorate; at tenst five years' executive level experience in higher education administration with a demonstrated ability to work cooperatively with other major divisions of the University, experience in program planning, development and evaluation; knowledge of budgeting, knotling and allocation of resources with specific expertise in auxiliary, self-supporting enterprises; a demonstrated commitment to the inclusion of minorities, women and other protected classes; a broad unxierstanding of student development issues related to strategic planning; an understanding of the need for student involvement in the decision-making process and experience in and appreciation of shared governance in a collective hargaining environment.

The position will be available July 15, 1992. Present salary range for this position is \$61,443-\$76.804 plus an excellent benefit package.

East Stroudsburg University, one of fourteen institutions in the Pennsylvania State System of Higher Education, enrolls 4,800 undergraduate and 800 graduate students in the Schools of Arts and Sciences, Professional Studies, and Health Sciences and Physical Education. The faculty numbers 250 with a staff comprehenen of 280. The University is located in the Pocono Mountains of Northeastern Pennsylvania and is served by Interstate 80. New York City is eighty miles to the east and Philadelphia is eighty-five miles to the south. Qualified persons interested in this position and/or those interested in submittry nominations should forward a letter of application describing qualifications for the position, a current vitae, and thise letters of recommendation postmarked no later than April 6, 1972 to: Robert Moses, Chairperson, Search Committee, Vice President for Student Development, Rebman Administration Hall, East Stroudsburg University, East Stroudsburg, PA 1830).

ESU is an AA/EEO employer M/F/H/V
A Pennsylvania State System of Higher Education University



Tarleton State University Stephenville, Texas

Vice President for Student Services

founded in 1899, Tarleton State University is a comprehensive, state-assisted university which is a part of The Texas A&M University System. Tarleton has an enrollment of over 6,400 and is located in Stephenville, Texas, 65 miles southwest of Fort Worth. Approximately 1200 students are housed on campus in nine residence halls. Students can pursue any of 90 degree programs at the undergraduate and graduate levels.

90 degree programs at the undergraduate and graduate levels.
Poshloru The Vice President for Student Services reports directly to the President and is responsible for the leadership, coordination, and supervision of all services, personnel, programs, and activities in the area of Student Services. These areas include Student Housing, Student Health Center, Tarleton Student Center, Placement and School Relations, Student Counseling Center, Student Activities, intramural Sports, Special Programs/Minority Affairs, and Rodeo Team. Other duties include advising and counseling with students, parents, faculty, and non-teaching staff members on policy matters concerning students and student life.

Qualifications: Must have an earned doctorate, or the equivalent, in sou-Qualifications Must have an eamed doctorate, or the equivalent, in student personnel administration, counseling, management, or other closely related field. Must have ten years of related experience in higher education or other educational setting, preferably in educational administration, and/or student personnel and guidance, including the counseling of high school and/or college-age students. Preference will be given to candidates who have a broad and clear vision of what higher education will be in the future. Candidates must understand, embrace, and be able to work effectively in a multi-cultural campus setting. Strong organizational, interpersonal, communication, and feachership skills are of primary importance, in addition, candidates must have a working knowledge of strategic planning, fiscal management, and the budgetary process, Specialized training in counseling and/or administration is preferred.

Applications: The screening of applications will begin immediately and

Applications: The screening of applications will begin immediately and will continue until the position is filled. Application process may be discontinued any time after May 1, 1992. For further information, call the Tarleton State University Personnel Office at (817) 968-9128. To apply, send letter of application, résumé, and a list of three references to:

Dr. Jim Boyd Chairman, Search Committee Tarleton State University P.O. Box T-1 179 Stephenville, Texas 76402

Tarleton State University is an Equal Opportunity. Affirmative Action Employer.
Minority and women candidates are encouraged to apply.

Sociology: #F91-92-32. Assistent Professor. Department of Sociology. The University of Toxas-Pan American Invites applications for a tenuire-line's Assistant Professor in the Department of Sociology beginning September 1, 1992. Required: conspleted Ph.D. in sociology with speciality in Mexican-American Studies. Interested persons, please send letter of application, cumpen recent works, and three references that can

ASSISTANT VICE PRESIDENT FOR ACADEMIC AFFAIRS INSTITUTE OF PAPER SCIENCE

The Institute of Paper Science and Technology is seeking a dynamic individual to coordinate the academic affairs of its Graduate Student Program in Paper Science Technology. The Institute offers accredited programs leading to the M.S. and Ph.D. degrees in paper science and technology. The Assistant Vice President for Academic Affairs is responsible for coordinating all aspects of the academic Affairs is responsible for coordinating and admissions, registration, student placement, counseling and related activities. The position also is responsible for all registrar-related functions. In addition, the Assistant Vice President must qualify for a faculty appointment and will be expected to teach, direct graduate student research, and oversee research programs as appropriate. The Assistant Vice President reports to the Vice President-Research and Academic Affairs or to the President in the absence of the Vice President-Research and Academic Affairs or to the President in the absence of the Qualifications for this position include a Ph.D. or equivalent in an engi-

AND TECHNOLOGY

Qualifications for this position include a Ph.D. or equivalent in an engi-Quantitations for this position include a Ph.D. or equivalent in an engineering or scientific area relevant to the pulp and paper disciplines, an understanding of a graduate academic program including experience in recruiting students and directing graduate research programs, an understanding of the technological needs of the pulp and paper and related industries, and a demonstrated ability to effectively interface with graduation to the pulp.

are structures.

The Institute of Paper Science and Technology (IPST), founded in Appletion, Wisconsin in 1929, is a privately-funded 501(c)(3) graduate research university and offers fully-accredited programs and M.S. and Ph.D. degrees. In 1989, the Institute formed an alliance with the Georgia Institute of Technology and relocated operations to Atlanta, GA. The Institute is located on the Georgia Tech campus and has a research facility four blocks away.

A complete application will include a letter of application, current résumé, and names, addresses, and telephone numbers of at least three professional references.

Personnel Manager Institute of Paper Science and Technology 575 14th Street NW

Applications received by March 25, 1992 will be given first consideration. The Institute of Paper Science and Technology is an Affirmative Action,

Vice President for Institutional Advancement SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice President for Institutional Advancement at Southern Illinois University at Carbondale.

The Vice President for Institutional Advancement provides administra-tive direction to University units concerning the management of the University's fund-raising efforts, alumni affairs, public relations and to diverse support and service units within the University. The Vice Presi-dent for institutional Advancement reports directly to the President.

As a member of the President's staff, participates in the planning and policy development of the University. Serves as the principal advisor to the President with respect to fund raising, alumni matters, and public

Provides leadership and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the process of establishing and achieving goals and objectives for the units. The units supervised by the Vice President for institutional Advancement include Southern Illinois University Foundation, Alumni Services, and University Relations.

Requirements: Master's required, doctorate preferred. Prior experience in a senior level position in a university setting. Demonstrated leadership ability; experience in planning and directing capital campaigns; effective oral and written communication skills; and ability to accomplish objectives through the development and utilization of human resources. Several years in at least two of the areas described.

Applications Must Be Received By April 15, 1992. Tentative start date is July 1, 1992. Send letter of application, résumé, and the names, addresses and telephone numbers of three references to:

Office of the President
Attn: Chair, Search Committee for
Vice President for Institutional Advancement
Southern Illinois University at Carbondale
Carbondale, IL 62901

SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Spanish: #F9i-92-43. Assistant Professor of Spanish, Department of Modern Lansuages and Lieuratures, Full, 1992. Tenure-irack Assistant Professor of Lain American Literature, Ph.D. in Laint American Literature. Byperisnee in teaching Mexicanure. Byperisnee in t ture. Experience in teachins MexicanAmerican atudents. Candidate should be dedicated to excellence in teachins and have a strong commitment to high neademic and professional standards both to and out of the classroop. Salary: Range dependent upon scademic preparation and teaching experience, not to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send experience, not to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to exceed 527,400 for the scademic year. Deadline: Until filled. Send application to experience and qualifications. The send approved by the South Dakota Department of Education, Send letter of application, resume, loss of the control of the control of the classroop. Salary and rank are negotiable, depending on approved to experience and qualifications. The such a provided provided provided to the control of the classroop. Salary and rank are negotiable, depending on approved to experience and under the ductor of experience and under the Dakota Department of Education response to the Cartesian Application and Human Resouthers of the classroop. Salary and rank are negotiable, depending on approved to experience and under the Dakota Department of Education response to the classroop. Salary are NCATE-accredited and approved by the South Dakota Department of Education resument of the Cartesian Provided the Cartes

Bulletin Board (202) 466-1050

VICE PRESIDENT FOR EDUCATIONAL AFFAIRS

The National College of Chiropractic, founded in 1906, located in Lombard Illinois, accredited by the Commission on Accreditation of the Council on Chiropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a five academic year program leading to the Bacholor of Science degree in human biology. The College employs rinely faculty, enrolls an average of 759 nucleuts, and graduates approximately 170 professional students annually The Vice President for Educational Affairs reports directly to the President and is responsible for all educational Affairs reports directly to the President and is responsible for all educational Affairs, two directors, and one coordinator developer. His/her primary responsibilities include:

- Maintenance and improvement of all educational programs;
 Provision of innovative thinking and action relative to new programs;
 Provision of leadership for and evaluation of those who report to himber.
 Overseeing or chairing all faculty search committees;
 Recommending salary levels for faculty and related administrative and sup-
- port staff;

 Overseeing the formulation of all educational budgets and policies;

 Representing the College and/or President when required:

 Asstating the President in fund raising, legislative matters, and interellegiste
- Providing leadership for Self-Study Reports and acting as liaison with ac-
- crediting agencies;
 Providing annual educational and other reports at the direction of the Pres-
- dent:

 Working closely with the President and the Vice President for Administration and Pinance in the day-to-day operation of the College; and Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes

Qualifications: The College encourages all candidates with the following

- Terminal academic or first professional degree;
 Broad and significant academic and administrative experience at level of dean or above;
 Established expert is tractice.
- hed record in teaching and scholarship;

Established record in leaching and scholarship;
 Excellent managerial, communications, and organizational skills.
 Demonstrated leadership ability.
 Ability to work with diverse constituencies;
 Experience in accreditation procedures;
 General knowledge of fund-raising strategies;
 Sensitivity to needs of a diverse educational community.
 Honesty, integrity, and good moral character;
 Proactive leadership style; and
 Willingness to actively devolop a sensitivity to, and concern for The National College of Chiropractic, its history, and its specific needs

Experience in health education at the first professional level is destrable. Applications: Position will be available September 1, 1992. Salary is con-petitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TIAA/CREF reference plus Search will continue until the position is filled. Nominations, or letter of application, accompanied by current curriculum vitae, and the names, ad-dresses, and telephone numbers of no less than five referees are to be mailed

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affairs The National College of Chiropractic 2010 East Roosevelt Road Lombard, Illinois 60148

STATE UNIVERSITY COLLEGE AT BUFFALO (Buffalo State College)

Provost/Vice President **Academic Affairs**

Buffalo State College seeks a dynamic and creative academic officer to provide leadership for academic program management and development, and assist with overall insttutional planning. The provost is the second ranking officer of the college and reports directly to the president.

A comprehensive public urban institution, the college is located at the heart of the cultural sector in the state's second largest city. It offers bachelor and muster's programs to a 12. 500 diverse student population with a full-time faculty of

Candidates must hold a terminal degree or equivalent and have achieved success as a teacher/scholar and academic administrator in higher education. The successful candidate should have progressive experience to the dean's level or

Anticipated hiring by July 1, but not later than September 1. Application deadline is April 1. Letters of interest should be accompanied by a resume and three names, addresses and telephone numbers for references to:

Dr. William Llenta Chair, Provost Search Committee GC 517

Buffalo State College 1300 Elmwood Avenue Buffalo, NY 14222-1095

are encouraged to apply.

AA/EOF. Women and introdutes



plinary team training. Send letter of appli-cation, résumé, transcriets, and three let-lers of reftrence before 13 April to Dr. Jack Cole, Search Committee, Bus 3001, De-partment 3SPE, New Mexico State Univer-sity, Las Crutez, New Mexico 88003-0001. Affirmative Action, Equal Opportunity Employer.

Special Education Party Education of Handicapped Children/Multi-handicapped. Ashland University invites applications for a position in the areas of Early Education of Handicapped Children and Multi-handi-capped Education. The position is a tenure track appointment with rank of Assistant/

VICE PROVOST FOR ACADEMIC AFFAIRS Oklahoma State University - Oklahoma City

Oblahoma State University - Oklahoma City Invites applications and nominations for the position of Vice royosi for Academic Affairs.

THECOLLEGE — The OSU-Oklahoma City campus has a tradition of excellence in technology, business and THE COLLEGE — The Color of the last of the disease the section of the state of the second section of the section of neand continuing content of state and an artificial state of the property of the college has experienced a 30 percent growth in FTE enrollment since 1985

THE POSITION — The Vice I royost for Academic Affairs is the chief academic officer reporting directly to the THE COST TOTAL PROPERTY OF THE nd manage facilities, equipment, personnel and budgets.

wiffertions of the successful candidate includes

- an earned doctorate, from an accredited college or university
- three years of experience as an academic administrator in higher education leadership experience in a culturally-diverse environ
- nunication and interpersonal skills

RULLETIN BOARD: Positions available

- understanding of the two-year technical college mission experience as an academic administrator with emphasis on personnel supervision and budget development
- tive years college-level teaching experience in an institution of higher education, preferably a two-year
- inordedge of community philosophy and of technical and liberal arts education
- knowledge of alternative models and systems for delivery of instruction, of learning theories and of diverse approaches to effective leaching redge of the relationship between the instructional program and the mission and functions of academi
- support, student services and community service



SALARY/FRINGE BENEFIT PACKAGE -- Salary Range: \$65-70,000; Oklahoma Retirement System: OSU pays low base; TIAA-CREF: Employee pays 5 percent/OSU pays 10 percent; Medical Plan: OSU pays

APPLICATION PROCEDURES -- To receive full consideration, please send application materials no later than April 10, 1992. Applicants are required to submit: a current resume or curriculum vita; a letter of application specifically addressing the education, skills, and experience described in the requirements; unofficial transcripts (finallists must provide ufficial transcripts); three fellers of recommendation; names, addresses and telephone numbers of at least five professional reference who have knowledge of applicant's experience, management style and With the Children of Personnel, Oklahoma State University-Oklahoma City, 900 N. Portland, Oklahoma City, OK 73107-6195.

Associate Commissioner - Fiscal Affairs MONTANA SYSTEMS OF HIGHER EDUCATION

Nominations and applications for the Associate Commissioner for Fiscal Affairs are invited.

Gastal Information: The Montana Systems of Higher Education in-dude is senlor institutions (The University of Montana, Montana State University, Montana College of Mitteral Science and Technology, East-en Montana College, Western Montana College of the University of Montana, Northern Montana College) and free vocational-technical cen-ters (Billings, Builte, Great Falls, Thelena, Missonita). The System shares local governance with three community colleges (Dawson, Flathead, Miles). The System office is hexated in Helena, the capital city, a commu-nity of 26,000 with excellent climate, schools, cultural and recreational opportunities.

position Description: The Associate Commissioner reports directly to the Commissioner of Higher Education whose stall provides overall leadership to campuses and centers as well as support for the leard of Regents. The Associate Commissioner (I) oversees all aspects of timancial administration within the System including the development and detense of the System's legislatively-appropriated budgets (totaling \$206.2 million in 1992), the preparation of the "all funds" Regent-approved operating budgets (totaling \$370+ million), revenue bond financing and retimancing (1984-92 activity total \$194.5 million), tuition and fee recommendations and peer institution analysis of budgeting and tuition; (2) leads in the development of fiscal policy including fees and tuition; (2) leads in the development of scal policy including fees and tuition, auditing, investments, and expenditures (3) development and maintenance of accounting policies and procdures in compilance with GAAP, CUBA, and other state and national accounting standards; (4) monitors System office budget encompassing 11 separate programs totaling \$28.9 million; (5) supervises the hybridans incentive Program; (6) maintains data base and student envolution and Regents' Employee Reporting System.

Qualificationar Master's degree in business, accounting, administration, or related field received on the control of the state of the state of the development of the programs of the state of the development of the programs of the state of the programs and the Montana Rural office and state of the programs of the programs of the programs of the programs of the state of the programs of the programs of t

Qualifications: Master's degree in business, accounting, administration, or related field required, doctorate and C.P.A. preferred. Minimum of fire years in senior fiscal management position, preferably in higher education. Experience in legislative relations highly desirable. Excellent communication and interpersonal skills. Proven leadership abilities. Substantial knowledge of and experience with computer applications for business and accounting.

Salays Compellitive and negotiable, depending on qualitications.

Nomination Deadline: April 13, 1992. Application Deadline: April 30, 1992.

Position Available: July 1, 1992. Application: Send letter of application, résumé, and a list of five refer-

John M. Hutchinson Commissioner of Higher Education 33 South Last Chance Guich Helena, MT 59620

special telegricas Assistant Professor. The legislatur of Special Education at the indicator of Wisconsin-Eau Claire invites specialism (Special Education in Section Belendon, mild exceptional educa-na need, perioding August, 1992. Re-soublitis include teaching aducational stranger and methods courses, advisional special subjects in multidisciplinary tracket subjects in multidisciplinary tracket subjects and supervision student tracket. Candidates are expected to en-

age in scholarly activity and professional service. Qualdications include a doctorate in special education; training, certification, and experience in one or more areas of special education, preferably fearning disabilities; and evidence of research, acholarship, and public service. Salary commensurate with training und experience. Forward letter of application, vita, and samples of acholarly activity, and heave transcripts and thrue current letters of recommendation

EXECUTIVE DIRECTOR AMERICAN LUNG ASSOCIATION GEORGIA/ATLANTA Allanta, Georgia

the American Lung Association Geor-gla/Adanta is seeking an Esociative Di-ties to to learl the organization as it con-tains the Georgia and Adanta Associa-tions into a simple statewisle entity. The new association will have a budget in new eys in 51 million and a stall of aser thiny. The successful candidate will be energetic with mustaining leadership and to-andiandoug skills. Eccellent expe-ners in public relations four raising and to-and development is required. A college degree and a minimum of few years of six cessful management experi-cion are required. So all felter of appli-cation by April 1, 1924, to M. Lenter Conners. 4658 Club Circle, Atlanta, Facugla 10319 1055. EU/AA

seril to: Dr. David Franks, Chairperaun, Itejaniment of Special Falucation, UWEC, Fau Claire, Wisconsin 54702; 715-836-5511. UWEC's an Figual Opportunity, Affirmative Action Employer. The University of Wisconsin System is required to release within two days of a request, after the deadline for receipt of nominations and applicants, a combined list of all positions, as combined list of all positions, as ophical to the deadline April 20, 1992.

Special Education University of Wisconsin-Stout. Assistant or Associate Professor, tenure track, beginning August 26, 1992. Doctorate in rehabilitation or related area, 2 years' experience serving people with disabilities. Will teach in the vocational rehabilitation programs. Opportunity estists to coordinate undergraduate program (Including Special Education certification). Applications must be received by April 10, 1992. Contact: Department of Rehabilitation. University of Wisconsin-Stout, Meconomie, Wisconsin-Stout, Meconomie, Wisconsin-Stout, 1992. AAJEOE.

Special Education: One year, 75% to full time instructor or assistant professor position starting September 1, 1992 to teach courses in learning disabilities, contional behavior disorders, and/or mainstreaming/integration. Practicum supervision. Research, grouram development and grant writion. Demonstrated evidence of effective teaching and communication skills appropriate to a faculty position is required. Essential qualifications include ABD in related field. Higher education, in service training, or teacher supervisory experience, one year teaching children with disabilities. Desired fin addition to Essential is Ph.D. Ed. D. in related field. 15 years in higher education, 13 years teaching children with disabilities. Send letter of application, resume 10 current letters of reference, and current official mancript to: Research Chair. Department of Child and Familty Development. 120 Montegue Hall, University of Minnesotts Is an Equal Opportunity Educator and Employer.

Speech/Delasts: Pending final approval, Whitman College announces a one-year position (renewable for up to three years), beganning in the Fall of 1992. Onalifications: Ph.D. preferred, M.A. required, Must have

DEPUTY TO THE CHANCELLOR FOR COMMUNITY COLLEGES

The Central Administration of the State University of New York is the headquarters for the 64-campus system which enrolls 400,000 students in doctoral and research centers, comprehensive colleges, health science centers, colleges of technology and specialized colleges, and community colleges. The 30 community colleges range in size from 1,500 to 21,500 credit students and their enrollment totals over 192,000. These colleges are locally sponsored but are part of the State University of New York system.

The Deputy to the Chancellor is the head of the Office of Community Colleges and principal advisor on community college matters in the State University's Central Administration. The Deputy reports directly to the Chancellor, is a member of the Chancellor's Executive Council, and is the chief Ilaison to SUNY's 30 community colleges.

The Deputy's responsibilities include: presenting and Interpreting the needs and Interests of the community colleges to the Chancellor and the State University Board of Trustees, Central Administration staff, and, at the direction of the Chancellor, the New York State Legislature and other external agencies; interpreting the policy priorities of the Chancellor and State University Board of Trustees to the community colleges; developing policies and regulations affecting community colleges; working on budgetary, legislative and other matters in concert with community college presidents and constituency groups; facilitating and reviewing the colleges operating and capital budget requests; serving as liaison with local boards of trustees; evaluating and developing State and Federal legislation; and serving as italison with national and state community college organizations and accrediting agencies. The Deputy supervises the staff in the Community College Office in the Central Administration and works collaboratively with other Central offices in areas such as academic programs, plenning, finance and business, capital facilities, collective bargaining, governmental relations, programs for the disadvantaged, economic development, and legal affairs.

Desired qualifications and experience should include: several years of experience as a community college president or in a senior-level administrative position at a community college or community college system; an earned doctorate; experience in teaching at a community college; and the ability to work productively and creatively with various community college constituencies, such as trustees, campus governance, faculty and students.

The salary will be commensurate with experience, and fringe benefits are excellent. Applications and nominations should be sent to:

> Chair, Community College Search Committee c/o Gladys Gould, Director of Personnel and Affirmative Action State University of New York Personnel Office, Room S-125 State University Plaza Albany, New York 12246

Applicants should submit a letter of interest, curriculum vitae, and the names, addresses and telephone numbers of at least five references (no references will be contacted without prior confirmation from the applicant).

The Search Committee will begin reviewing applications April 1, 1992 and will continue until the position is filled. The anticipated date of appointment will be early August.

The State University of New York is an Affirmative Action, Equal Opportunity Employer. Applications from women, minority persons, disabled workers and/or Vietnam Era Veterans are especially welcome.

successful prior coachina exporience in both CEDA Debate and Individual Events, initial appointment will be at the rank of instructor or Assistent Professor. Faceking Responsibilities: Feach two courses per semaster, in addition to refrang responsibility for forensics during the first year, with increasing responsibility for foreacies in subsequent years. The College's forensics progrant competes responsibility and nationally in debate and individual events. Equal opportunity, affirmative action employer. Send letter of application, vita, transcripta, and three letters of reference to Robert Withycombo, Ph.D. Department of Speech. Whitman College, Walla, Walla, Washington 99362. Deadline: April 3, 1992. No 0100 No 02400 No 0400 No

Sports Administration / Aquatics: Central Michigan University, Mt. Picasant, Michigan. Sport Administration/Aquatics position. Tenure-track faculty position. Duties to include, but not limited to the resching of sport administration at 71st undergraduate. cations include an earned doctorate (ABD candidates with substantial progress to ward completion of dissentation will be considered and appropriate certifications in equalics. Prior university teaching experience preferred. Salary and rank commensurate with qualifications and experience. To apply, sand a letter of asplication, current vita, and the sames, addresses, and talephone numbers of at least three references to: Dr. Walter Schneider, Chair, Personnel Committee, Department of Physical Education and Sport, 108 Rose Center, Central Michigan University, Mt. Pleasunt, Michigan 4849. Screening of candidates will begin April 1, 1992 and continue until the position is filled. Central Michigan University in AAEO institution) encourages diversity, and resolven to provide equal opportunity regardless of prec, sex, handlesp, sexual orientation, or other irrelevant criteria.

Student Activities; Director of Student Activities. Eureka College, a private Aidiwestern liberal arts college of 300 atudents,
seaks an individual to confinue development of a strong student entivities program
which will include advising the Campus Activities Board, Greek Council, and the
Birck Student Usion; and studing in the
operations and stangagement of the Student
Allocations Asoncy. The Director will be a

Vice President

for Business Affairs

Washington State University is accepting applications and nonlinations for the position of vice President for Business Affairs. The Vice President is the primary administrator of this area reporting to the President of the university. The Vice President has major administrator responsibility for university-write policy, planning, and bridge processes as a member of the President's Cabinet and Executive Budget Committee. The Vice President is responsible for major University-wide capital construction and facilities intende serving as treasurer of the Board of Regents and representing the university to legislators, governmental agencies, and community leaders.

Minimum qualifications for this position include a bachelor's degree in a relevant field A graduate degree or other professional training is preferred and familiarity with national and regional educational and financial issues. Candidate must have exceptional interpersonal and communication skills, a demonstrated record of integrity, and outstanding management and leadership skills. Salary will be commensurate with qualifications and background.

WSU, located in southeast Washington with a student enrollment of 17,000, is the states tand grant university and is a comprehensive academic/research institution with same colleges and a readulate school. In addition, WSU has three branch common terms of the same colleges and a readulate school. In addition, WSU has three branch common terms of the same colleges and a readulate school. In addition, WSU has three branch common terms of the same colleges and a readulate school. seven colleges and a graduate school. In addition, WSU has lived branch campuses, located in Spokano, Vancouver, and the Tri-Cities, and research stations located through-out the state. WSU is a member of the Pacific-10 Athletic Conference.

The closing date for applications is April 97, 1992, or until the position is filled. Applications must consist of a cover fetter and a resume which includes the names, addresses, and tologhous numbers of at least three professional references. Applications and quositions should be directed to:

Mr. Stanton E. Schmid Vice President, University Affairs Washington State University 442 French Administration Building Pulman, WA 99164-1042

Washington State University is an Equal Opportunity. Allimative Action educator and employer. Mombers of ethnic minorities, women, Vietnam-era or duabled vietnam, persons of disability, and/or persons between the ages of 40-70 are encouraged to apply.

student development generalist who will assist to ther areas as part of a student development team including housing and residence life, courseling, Student Foundation, discipline, Orientation, and other areast of interest to the Director and as assigned by the Dean of Student Development, Master's Degree required (entry-lev-

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VICE PRESIDENT FOR ACADEMIC AFFAIRS

Franklin College

VICE PRESIDENT FOR BUSINESS

AND FINANCE

Finallia College, founded in 1834, is private, residential, tour-year, liberal arts college. Emphasis is placed on quality teaching, mentoring and counseling in the preparation of students for lives of personal excellence and principled leadership in a global environment. The College has achieved nine consecutive years of increases in enrollment, rebuilding or removation of over fifty percent of the physical plant, a tripling of the endowment to 557 million, and a substantial improvement in the academic profile of the student body. As the first college in Indiana to admit women, Franklin has an historical commitment to equal inprorunity and collural diversity. The College is lucated on a picturesque campus 20 miles south of Indianapolls and 40 miles north of scenic Brown County.

The Vice President for Business and Finance serves as the College's chief business and financial officer, and is responsible to the President and the Board of Trustees for tiscal pullcy development; long-range financial planning, budget analysis, planning, and control; financial accounting and reporting; personnel administration; physical plant operations and maintenance; facilities master planning; and management of wheeled the willowed explanations.

Selected annillary and service operations.

Candidates for this position must have extensive fiscal and administrative experience in higher education or a transferable business environment, and familiarity with the tinancial, facilities, investment and curricular issues common to liberal arts colleges. The position requires strong organizational and collaborative leafership skills, an ability to write and speak clearly and persuasively, and a good sense of humor. In addition, the College expects candidates to have demonstrated commitment in pronouing affirmative action and sensitivity to cultural diversity. An nitvanced degree in a field related to the responsibilities of the position is required, and a working knowledge of NACUBO standards and guidelines is preferred. The desired starting date is July 1st, 1992.

Candidates should send a letter of application, résumé, and the names, addresses, and phone numbers of at least three references to Ms. Nancy Wright, Director of Human Resources, Franklin College, 501 E. Monroe St., Franklin, IN 46131. Applications received by March 20, 1992, as a seried consideration.

Franklin College is committed to a policy of nundiscrimination on the basis of color, handicap, race, religion, sex, and national origin in any of its programs, offenings or in its employment practices. Women and minorities are encouraged to apply.

CHIEF FINANCIAL OFFICER

A small liberal arts college in process of formation in New England seeks a chief financial officer. The college will offer a four-year residential coeduca-tional liberal arts and sciences program with an

extensive common core of Western and Asian stud-

Applicants must have college or university administrative experience. Knowledge of fund account-

ing, budgeting and computer systems is essential.

Experience in physical plant management is high-

ly desirable. The position requires detailed atten-

tion to wide variety of management tasks with limited staff support. Knowledge of Japanese would be advantageous, but not required. The position carries the title of Treasurer and reports directly to

the President. Compensation very competitive.

Applications will be reviewed on receipt and interviews with qualified persons will begin about April first. Confidentiality assured. A letter of application of the confidence of the confidenc

tion together with résumé (no phone calls please) should be sent promptly to Charles A. Nelson, Trustee, Box 247, Croton-on-Hudson, NY 10520.

ies for an international student body.

Equal Opportunity Employer.

California State Polytechnia. University, Paniona, invites applications and normations for the position of Vice President for Academic Attains. Cal Poly Pornora, a public innversity, is one of 20 campuses in the California State University. The campuses is to attel approximately. It miles exist of flowntown his Angelies and is part of one of the troop dynamic economic and cultural regions in the country. The innversity is noted for its scenic and historic, 1,400-acide campus, once the winter ranch of cereal magnate W. K. Kellogic, located within an hour's drive of heaches, muoniants, and the desen. Within a 20-mile radius of the university is a milliordinic population of nearly 1.8 million people. Cal Poly Pomorac has a rapidly growing student population, currently at 19,000 f14,600 f16s and approximately 56% ethnic minorities). Students are enoughed in 35 bateculaireste and 16 master's degree programs. Students are enrolled in 55 baccalaureate and 16 master's degree program with approximately 100 full-time and part-time faculty. During the 1990-93 academic year, the university conferred 2,001 bachelor's and 291 master's degrees. The university is committed for fiversifying its family and stab, and loss made educational equity one of its highest provides.

The Position
The Vice President for Academic Attains is responsible for prioriting leadership and management for all institutional and academic support areas of the university. As the university's chief academic officer, the Vice President tosters academic (piality, a university environment conflictive to collegiality, diverse views and open discussion, and an appreciation and respect for others, collegal, and so ral diversity.

One of hour senior executive officers, the Vice President for Academic Alians reports directly to and works closely with the President and serves as chief reports directly to and works closely with the President and serves as chief consister officer in the President's absence. Reporting to the Vice President of Academic Aldajis are the deans of the Colleges in Agriculture, Arts. Bushness Administration, Engineering, Environmental Design, and Science; while deans of the Si hools of Education and Hotel and Residurant Mariograms, in the Dire to of the University Interrupt the Dean of Continuing Education; and the Associate Vice Presidents for Academic Allans, for Academic Programs, and for Faculty Allairs. Academic Adairs encompasses the Office of Academic Programs, the Office of Analytical Stuthes, the Office of Research and Spansored Programs, the Faculty Center for Professional Development, the Instructional Technology Center (which Includes Distance Learning), the Instructional Center, and the Institute for Regenerative Studies.

Dulles and Responsibilities

The Vice President for Academic Attairs is responsible for planning, organizing, and administering the university's academic programs. The Vice President oversees the development and implementation of policies affecting the academic programs, directs the periodic evaluation of those programs, and ensures maintenance of the university's academic standards. The Vice President illners the recruitment and selection of all academic personnel: promotes attirmative action efforts to diversify the faculty and stall; reviews and recommends actum on appointment, retention, tenure and promotion of faculty; and oversees all rither faculty personnel matters. The Vice President serves as a member of the President's Cabinet in the overall planning and management of campus affairs; consults with the Academic Senate and other campus constituencies; promotes educational equity efforts among all academic units; participates in the development and fund-raising activities of the university; and carries out other duties as assigned by the President.

Qualifications

Cantibulates for the position must hold an earned doctorate or other terminal degree from an accredited institution; demonstrate a successful record of achievement in treathing, research, and scholarship; and qualify for appointment as a full professor in an academic department. Candidates also must itemmstrate successful experience as an academic administrator in higher exhication, including at least three years in a position at or above the level dean. All candidates will be judged on the ability to provide effective leadership within the context of a decentralized mode of administration, involving the consultation with campus constituencies, and on demonstrated skill snip within the context of a decentralized mode of administration, involving the consultation with campus constituencies, and on demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning and evaluation, successful experience with resource planning and allocation, experience and potential as an effective campus spokesperson, and ability to write and speak effectively. It is essential the all candidates demonstrate their ability to be responsive to the educational equity goals of the university and its increasingly diverse ethnic, Cultural, and international character.

Appointment Date

The university seeks to fill this position by August 1, 1992, but is willing to negotiate a later date as appropriate.

Compensation
Starting salary will be competitive and commensurate with qualifications and experience. The position includes a broad, attractive benefits package. Nominations and Applications
Numinations and applications should be addressed to:

Academic Vice President Search Committee c/o Dr. Bob H. Suzukt, President Calitomia State Polytechnic University 3801 West Temple Avenue Pontona, California 91768-4020

Nominees for the position will be invited to apply. All candidates must submit a complete formal application, which will consist of the following: a) a letter of interest, including a statement of how the candidate satisfies the position qualifications listed above; b) a current curriculum vilae; c) the names, lities, addresses, and telephone numbers of five colleagues who can provide current assessments of the candidate's qualifications for the position. Finalists for the position should be prepared to provide three letters of reference upon request. Review of completed applications will begin on March 16, 1992 and will continue until the position is filled.

California State Polytechnic University, Pomona is an Equal Opportunity, Affirmative Action Employer. The university hires only individuals lawfully authorized to work in the United States.

visor; Department of Student Activities; possibilities include assisting with the Implementation of a campus-wide leadership inflaints model; planning, implementing, and evaluating activities for South Dakota State University; consulting with individuals of newly-forming SDSU student organizations and provide advisant on reganization and provide advisant on reasonabilities associated with the Student involvement Preference Survey (SITS); assisting student organizations and provides advisanted in responsibilities associated with the Student involvement Preference Survey (SITS); assisting student organizations with multicultural programming. Professional development opportunities include advision skills; effective interpersopal relations programma skills; effective interpersopal relations skills; effective interpersopal relations skills; effective interpersopal relations of skills; effective interpersopal relations of skills; effective interpersopal relations skills; effective interpersopal relations of skills;

phone (603) 638-4960. AA/REO Employer.

Student Personneli Associate Dean of Students. Bellarmije College is sacking an experienced and incovative suident personnel professional for the position of Associate Dean of Students, to begin August, 1992. Bellarmine College, a selective liberal arts college with a shudent population of 2.400, is located in the metropolitan Louisville area of Kentucky. The Associate Dean will be responsible for audent leadership programs, residential life, co-curricular iranscript, orientation, volunteer programs, commuter student programs, studential communication include a Master's Dearce, with a Doctorate preferred, in Cullege Student Personnel or related area with a minimum of 2 years, full-time professional experience. Selary competitive and full benefits peckage, interested application should send a risuma and three letters of reference so later than April 1, 1992 to Fred W. Ripotes, Edd. D.; Vice Presidents Bellarmine College; 2001 Newburg Road; Louisville, Kennucky 4020-4671. Review of applications will bearn April 1, 1992 and will continue until position in filled.

Student Services Assistent Dean of Students for Student Activities and the McCaffray Center. The University of the Pacific seeking an Assistant Dean for Student Activities and the McCaffray Center, Responsibilities include student comer administralivities and the McCaffrey Center, Respon-abilities include student comer administra-tion; Greek Life and student activities pro-gramming and advising; student govern-ment coordination; clubs, organizations, and honor societies advising; group a sico-hol policy implementation; taff hiring, training, and supervision. Chalifications desired include a Missier's degree in stu-dent personnel or related field and a mini-mum of five years post-master's work ex-perience in student affairs. The postion is a perience in student status. The position is a twelve mount annuel appointment begin-ning July 1, 1992. Salary and benefits are commensorate with experience and qualif-cations. Application deadline is April 10, 1992. A killer of interest, a retume, and the names and addresses of three references should be sent to: Issue J. Marks, Jr. As-sociate Dean of Students, University of the Pacific, Stockion, California 9521; (209) 946-2451. An Equal Opportunity, Affirma-tive Action Employer.

dve Acilon Employer.

Studeni Services/Recreation: Student Services Prossum Menager il i Working Title: Assistant Directori, Division of Recreational Sports, University of Wisconsin-Medison, Academic Staff, non-tenue tract position. Starting Date: July 1, 1992. Qualication: Minimum of a Master's Degree in Physical Education, Recreation, Sports Administration, or related field. At least two years university experience or equivalent, and applicant must have strong emphasis in Intranspral Programming. Floor Agronics and Aquatics. W31. CPR, and First Add certification beneficial, MiRSA certification proferred. Primary Responsibility—Coordicate and administer the recruiting, histing, iraining, supervising, and evaluating of open recreations student personnel-amployed by the Division of Recreational

Sports at the Natatorium, Aerobic Instructors (Floor), Facility Supervisors, Identification Checkers. Life Guards, Office
Clerks, Administer the following Intramural sports offered at the Natatorium. Reaponaible for publicity, scheduling of
sames, hiring, training, supervising, and
scheduling of officials. Assist to developing
rules of Badminton, Baskeiball, Football,
Soccer, Softball, Volleyball, Hires and supervises Natatorium office classified staff.
Programs and supervises all activities at the
Natatorium. Secondary Responsibility—
Develops budget needs end initiates policy
recommendations. Assists in the development of the angual report, Serves as a conrecommendations. Assists in the development of the angual report. Serves as a consultant on the Recreational Sports Board. Serves as a consultant on the Oeneral Programs Subcommittee of the Recreational Sports Board. Coordinates payroli procedures for Natatorium student employees. Facility Supervisor for Natatorium, Aocillary Responsibility—Provides progress reports regularly to the Director of Recreational Sports. Attend and occasionally chair regularly to the Director of Recreational Sports. Attend and occasionally chair regular staff meetings of the Division of Recreational Sports. Outreach programs SOAR, Lake Short regident halls presentations, advertising/photography/side show video, New Student Orientation and Dovejopment, Health Education, Parents Weekend, Employees Newticier (NAT), As Short Course, requires some evening and weekend responsibilities. Seed letter of ap-

> **Bulletin Board** (202) 466-1050



Vice Chancellor for University Relations and Development

Applications and nominations are invited for the position of Vice Chancellor for University Relations and Development at the University of Massachusetts at Amherst.

This residential campus in western Massachusetts has 23,000 students, over 6,000 of whom are enrolled in graduate programs. In the eleven schools and colleges, there are 104 undergraduate, 72 Master's, and 50 Doctoral programs. With 136,000 alumni, it is the largest public university in New England. The current annual budget is over \$300

As the executive area's chief administrative officer reporting to the Chancellor of the Amherst campus, the Vice Chancellor's responsibilities include defining the mission and providing leadership for the executive area; managing the budget and personnel processes for the area: working with other executive areas to develop an image of the campus and communicate its development goals; presenting a con-sistent image of the campus to various external constituencies, and coordinating outreach activities with other campuses of the University, the Office of the President, and Board of Trustees

Minimum qualifications include:

- Significant experience in public relations, development, or a related
- An understanding of the research, teaching and service missions of a major public university, with a vision for the role of University Relations and Development within it
- Ability to communicate with diverse public and academic consttuencies in carrying out the mission of URAD Ability to plan, organize and direct the activities of an executive
- area of University administration

 Successful administrative experience and demonstrated leadership
- ability within a large, complex organization Attainment of a graduate degree is desirable.

The search committee will begin screening applications on April 15, 1992. Applications should include a current resume, a one page statement of the candidate's perception of the role and responsibility ol the position, and the names and addresses of at least three individuals who may be contacted for references. Members of underrepresented populations are especially encouraged to apply. Nomina-tions and applications should be submitted to: Dean Robert Heigesen, Chair, Vice Chancellor for University Relations and Development Search Committee, c/o Office of the Provost, Whitmore Administration Building, University of Messachusetts, Amherst, MA 01003. The University of Massachusetts is an Affirmative ActionEqual



Shreveport, Louisiana Centenary College of Louisiana announces a search for

VICE PRESIDENT FOR DEVELOPMENT

Founded in 1825, Centenary is the oldest, private liberal arts college se of the Mississippi, and is affiliated with the United Methodist Chiral Over 1,000 men and women are enrolled in 38 undergraduate and 3 graduate fields. Centenary recently completed its first capital campaign, missioner 522 million in 3 years; endowment is valued at \$40 million.

The advancement functions of this executive officer locitude the sumifund, major gifts, deferred giving, alumni relations, media relations, and corporate and foundation relations. We encourage nominations of an expressions of interest from people with a strong commitment to job pendent liberal arts colleges and with a record of achievement in funding among various constituencies.

Review of credentials of those willing to be considered will occur in his March. We encourage and will respond to nominations; expression of interest in response to this notice should include a vita and the names of least 5 references. All correspondence should be addressed to Dr. Don C. Wilcox, Chair of Development Search Committee, Centenary College, P. O. Box 41188, Shreveport, LA 71134-1188.

plication, current résumé, and names, addresses, and telephone numbers of three professional references to David J. Herge. Search Committee, Student Services Program Manager II, University of Wisconsin-Madison, 271 Southeast Recreational Facility, 715 West Dayton Street, Madison, Wisconsin 53715-1123 by April 10, 1992.

Student Union: The University of Missouri-Kansas City seeks candidates for Coordinator of Building Operations. This position is the principal representative of the University Center administration at night and for speciel events and will be responsible for the operational aspects of the University Center: events taking place; security; supervision of night manner, custodial, agid student staff; set-ups for events; equipment; andipovisual needs; and everything involved with the successful operation of the facility. The Coordinator may also have responsibility for summer conference activities and staff in the Residence Hall. This is an entry-level management position reporting to the Asistian Officeror. Student Auxiliary Services. Minimum: qualifications are a bachelor's degree with an internable or one year's supervisory experience in a related field. Prefer candidates with experience in a college union, conference

cenier, civic or community cents, has conference aervices, or in facilitat mentions for a secreational or service-criminal facility. Hours are 3:00 p.m. who is the facility. Hours are 3:00 p.m. who is arrussy through Saturday. Ho servicewing at NASPA and ACUI. To service a NASPA and ACUI. To service and the services to Sandra Leach, UMKC Hussaft sources, 4825 Thoost, Room Rissourf Alio. The University of Missourf State and opportunity employer. Misson os 110.

Sindent Union/Activities: The University of Nebraska at Kearney targies repeated for the following I two positions: 110.

And Director of the Nebraska Line, be also director with leadership of active and organizations in the Union. And Six employees, M.A.M.S., and year administrative experience has been administrative experience has been prefered in higher education processions from two or more years of professional protections in the prefered in higher education processions from the prefered in higher education processions from the prefered in the pre



the University of Texas System, comprised of 15 component estudors (9 academic and 6 health related components) is seeing a Chancellor to provide cohesive and creative leadership to a large and complex organization.

GULLETIN BOARD: Positions available

The professional we seek must have an earned doctorate or The professional we seek must have an earned doctorate or comparable academic credentials combined with a record that refects the ability to manage the affairs of a major academic system while encouraging the highest standards among scholars, administrators and students.

herious experience should include overseeing the development and implementation of a system's or institution's goals and policies, long and short range plans, development programs and performance evaluation systems. Exceptional communication sistem required as the Chancellor will be the primary advocate descriptions of the System's chance cover of the System's chance of the System's chan gifs are required as the Chancellor will be the primary advocate and representative of the System's diverse group of constituences. Notable credentials in scholarship, teaching and academic teaching are essential in exerting educational policy innovators at the state and national levels.

The University of Texas System offers a unique set of challenges and rewards. Qualified and interested candidates should send their résumés to: Executive Secretary, Board of Regents, University of Texas System, Box N, University Station, Austin, Texas 78713-7328.

individual applications will be accepted until March 16, 1992.

After that date, the Board of Regents may request and consider underlias from candidates nominated by responsible sources.



BOARD OF REGENTS THE UNIVERSITY OF TEXAS SYSTEM

An Equal Opportunity, Affirmative Action Employer



Most businesses plan for the next fiscal year. We plan for the next millennium.

We'n creating an executive level team to address vital issues for South Florida: he potentian and enhancement of the environment and the water supply for 5 allies people in 16 counties supported by 1,450 employees and an annual budgel in excess of \$250 million.

Only dynamic leaders with exceptional management and technical credentials will be considered to develop and administer our highly visible programs. Only those who thrive in an atmosphere of creative problem solving with a high agaid for bottom line accounts billty will succeed. Strong consensus-building and interdisciplinary communications skills are essential.

To qually, we expect a Master's degree in a related discipline and at least 10 jun of denominated management expertise with 5 years of executive decision nating all a nujor organization. We will provide the latest in technology and a light taked staff of professionals in support of these top-level executives.

Austral Executive Director - Water Resource Management Directs approximately 450 engineers, scientists and technical personnel in Research, Braination, Regulation and Planning areas involved with welland complete research and evaluation, restoration of wetlands, water supply and arki darija kjarnjuë" menjarq mitiësriou ang enforcement

If you're interested in working for a business that really knows how to plus for le faint, please send your resume to: Human Resources Division, Re: CHES 1192/WRM, South Florida Water Management District, 3301 Oun Club M, West Palm Beach, FL 33416.

Equal Opportunity Employer M/F/V/D.

South Florida Water Management District When we talk about the environment, we mean business.

O Repinel 1-nouth position; salary comsegment 1-nouth position - salary comsegment 1-nouth segment 1-nouth seg

EXECUTIVE DIRECTOR NEW MEXICO COMMISSION ON HIGHER EDUCATION

The Commission on Higher Education (CHE) invites applications and nominations for the position of executive director. The CHE is the state-level coordinating board for New Mexico higher aducation institutions which include six four-year universities, seventeen two-year institutions, and two special achools. CHE responsibilities include development of operational and capital funding recommendations, budget oversight and approval, system strategic planning, and administration of financial aid programs. The executive director is the chief executive officer for the commission and serves at the pleasure of the CHE.

- Minimum qualifications include:
- Damonstrated leadership in postsecondary education policy development and fiscal administration.
 Demonstrated understanding of current educational issues, including the diversity of roles and missions among postsecondary institutions.
- A master's degree from an accredited institution.
- Preferred qualifications include:
- An earned doctorate or equivalent combination of credentials and
- experience.
 Demonstrated ability in legislative and board relations.
 Knowledge of, or experience with, higher education institutions in New Maxico.
 Demonstrated ability to work with a wide range of constituencies in a milit-cultural setting.
- The salary is negotiable up to \$66,229.

Nominations must be in writing and will not be considered if received after April 1, 1992. Complete applications must be postmarked no fater than April 15, 1992. Applications should include a current resume, a list of at least five professional references, and a letter describing how the qualifications and experience of the applicant will meet the above

The CHE is an aqual opportunity employer. A copy of the CHE confidentiality policy will be mailed upon receipt of applications. Nominations and applications should be sent to:

Cheir of the Search Committee New Mexico Commission on Higher Education 1088 Cerrillos Road Santa Fe, New Mexico 87501-4295



Vice President for Academic Affairs

Chatham College Invites numinations and expressions of Interest in the position of Vice President for Academic Affairs.

located in Pittsburgh, one of the country's most attractive and nationally acclaimed urban communities, Chatham College is a liberal arts college serving the educational needs of women. Currently, the College is engaged in a vibrant planning process to develop its vision as it moves into the 21st

The Vice President for Academic Affairs should be able to exercise vigorous, imaginative and collegial curricular leadership. We seek someone with Interest and ability in curriculum development with emphasis on interdisciplinary fields of international and environmental studies and experiential education in the City of Pittsburgh. A doctorate, experience and expertise in academic leadership are prerequisites for the position.

Screening of background information will commence on April 6. Please submit nominations and expressions of interest in confidence to:

Chatham College VPAA Search Committee c/o Educational Management Network P. O. Box 792 Nantucket, Massachusetts 02554

Chatham College Is an Equal Opportunity Employer

experience preferred. Special draftes required: establish and maintain regional industrial contacts, maintain lab facilities.

Qualified applicants should submit letter of Qualified applicants should submit letter of Qualified applicants should submit letter of Qualified application and vitae to: Personnel Services, Jacksonville State University, Jacksonville, Ajabama 36265. Search is open upid position is filled. Applications required part of position is filled. Applications received after April I. 1992. Equal Opportunity, Affirmative Action Employer.

to 2-428-8201.

Theatre: Assistant Professor of Theatre. Tenure-track position to teach Scene Design/Technical Theatre. M.F.A. required. The position will include teaching a variety of technical theatre courses including Stageraft, Stage Lighting, and Scenic Dasign. Teaching competency in at least one area of theatre such as Theatre History, totroduction to Theatre, or Stage Combains desirable. Responsibilities include designing and supervising construction (with assistance of a full-time technical directory a season of four major productions and one dance concert per season. Salary competitive. Appointment effective Fall Semester, 1992. Applicants should send letter of application, viss. Iranscripts, and three current original letters of reference. The reference letters should address the applicant's

total position is diet. Application be assured consideration. An EO/AA Employer.

Theatre: Eastern Arizona College, Dramal Tachnical Theatre Instructor. Salary: Tachnical Theatre Instructor. Salary: Tachnical Theatre Instructor. Salary: The Salar

TheatrerDance: Chair, Department of Dra-ma/Dance, The University of Montana (pending funding), directs curricular devel-cement, budget and persooned subjects; vig-trous leadership in recruitment, fund rais-ing, marketing, community relations and pursach; strong experise in a perform-ance or production area of theatre or

Ouachita Technical College

Malvern, Arkansas Applications and nominations are invited for the position of President, Chief Executive Officer of the College, and directly responsible to the Board of Trustees

PRESIDENT

Malvern. AR and Quachita Technical College are located on Interstate 30 in Southwest Arkansas, 45 miles from Little Rock and 22 miles from Hot Springs. Malvem has a pupulation of 10,000 and is the county seat of Hot Spring County (30,000 population). It is located in the feedfills of the Quachita Mountains and within close provinity to beautiful lakes, rivers, and woodlands. Quachita Technical College was established in July, 1991, was previously Quachita Vocallonal-Technical School (founded in 1971), and is presently seeking North Central Association accreditation. The mission of this newly established institution is to provide accessible and affordable educational opportunities within its service area. This offering is for the first President of Quachita Technical College and provides unique and exciting appoilurables for the creation and midding of vides unique and excling apportunities for the creation and mulding of this institution.

The success of a Technical College is largely dependent upon the commitment, experience, and ability of the Chief Executive Officer in operating a comprehensive institution which is responsive to the needs of its service area. The local Board seeks a person with the following minimum

- Commitment to the concept of a comprehensive Technical College, having experience with the accreditation process, with recent se-nior-level administrative experience.
- An earned doctorate from a recognized university. (In unusual situations, at least five years of training and experience in a Com-munity/Technical College may be accepted in lieu of an earned doctorate.)
- Effectiveness at working with state and local governments, business/industry, labor, local school districts, the community at large, and other related organizations.
 Demonstrated ability to direct foundation work and local fundation probabilities.
- 5. Strong leadership qualities and ability to make solid decisions, furthering a common sense of purpose throughout the College.
 6. Skills in fiscal management, budgeting, and facilities development, and experience in administrative management, with the ability to work with a policy-making Board.
 7. Demonstrated ability to change and meet new markets and technologies.
- B. Abilly to communicate effectively with diverse groups within and without the College community.
- 9. Experience with a comprehensive Community/Technical Cultere. 10. Commitment to equal opportunity and affirmative action.

11. Willingness to live in a typical small-town, southern, rural environment in a community with less than 10,000 population. The entire State of Arkansas has a population of 2.3 million people, the largest area being rural.)

SEND: A letter of application stating how the applicant meets the requirements, a current resumé, and three letters of reference, no later than April 11, 1992, to:

OUACHITA TECHNICAL COLLEGE Presidential Search Committee 1227 Brownwood Malvern, AR 72104

It is expected that the new President will be selected and in place to later than June, 1992. Compensation is competitive with other Technical and Community Colleges of comparable size in the region.

Ouachita Technical College is an Equal Opportunity Employer.

Assistant Vice President for **Business Services**

Illinois State University Illinois State University invites applications and nonlinations for the position of Assistant Vice President for Business Services and Management. This position reports to the Vice President for Business and Finance and has responsibility for oversight of a variety of administrative functions. The successful candidate will manage mail operations, purchasing, parking, police organizations, central statesproperty control, and provide policy level guidance for the entire division on compating support and LAN management. The position provides consultative and coordinative activities for development of management initiatives in all areas reporting to the Vice President.

Conditions should have five years' experience in higher education, an

areas reporting to the vice research.

Candidates should have five years' experience in higher education, an advanced degree in a business related field, knowledge of planning techniques, the shillty to exercise independent judgment and the shillty and experience in managing highly skilled professional and administrative personnel. The successful candidate will be entering a division with strong commitment to the Total Quality Management approach to personnel management and problem solving. The position will be filled by July 1, 1992.

Salary is competitive and dependent on qualifications. In order to assure consideration, submit résumé and at least three letters of reference by April 15, 1932 to:

Bonnie Soucek, Secretary Assistant Vice President Search Committee Office of the Vice President for Business and Finance Illinois State University Normal, 1L 61761-6001

ILLINOIS STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER, WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

dance: some teechiag in that area. Drama/Dance is part of the School of Floo Aris and offers BA, BFA, MA, and MFA dearees. Rank and salary commensurate with qualications and experience. Tenure track. September 1992. MFA, Ph. D. or DFA preferred: may consider MA plus extensive professional experience. Must receive by April 1. 1992; telter of application and related or vita; three recent letters of recommendation, isociuding one from a surrevisor; an official transcript for the terminal degree held by the applicant. Send to Civistine Missing and Commendation for the comme

Thesire History Criticism: Theatre Historian, Department of Performing Arts. The sized candidate will be an active scholar with a Ph. D. in Theatre History Crisicism. Possible joint appointment with the Department of English. Send vite and letter explaining Injerest in position to Faculty Search/Performing Arts, Office of the Provost, Adelphi University, Garden City, New York 11530. Adelphi University is an equal opportunity, affirmative action employer, m/l.



LAPROCHE

President

The Board of Trustees is extending the process in the search for a new President of La Roche College, an innovative college located on a 100-acre campus in a northern suburb of Pittsburgh. La Roche College is a private co-educational college established by the Sisters of Divine Providence in 1963. In programs that combine professional preparation and liberal learning, La Roche College currently serves more than 1800 full-lime and part-time undergraduate and graduate students. It offers 20 undergraduate programs in the divisions of Administration and Management; Graphics, Design and Communications; Humanities; Natural and Mathematical Sciences; Nursing; and Social Sciences. Master's degrees are offered in Human Resources Management, Nursing, and Health Sciences. The College maintains a close relationship with the sponsoring Congregation of the Sisters of Divine Providence.

The Board welcomes candidates with strong leadership skills, including

The Board welcomes candidates with strong leadership skills, including sufficient familiarity with and demonstrated experience in administration and reaching. Educational and intellectual attainment at the level of a significant terminal degree or its equivalent is desired. The new President must be compatible with the Catholic traditions and values of the College.

in addition, the President of La Roche College should possess the follow-

Enthusiastic acceptance of a college mission which integrates professional and liberal learning.

• A management style that is decisive, and an ability to achieve objec-

Knowledge of and experience with participatory governance struc-

Willingness and ability to plan realistically and to acquire the resources needed to achieve the goals of the College.

Personal warmth and communication skills to relate well to faculty and students and to enhance the image and reputation of the College in its

Challenges for the next decade include recruiting, motivating, and maintaining quality faculty and staff, accomplishing major fund-raising goals, and managing resources within the context of the strategic plan of the College. The starting date is flexible, after August 1, 1992.

Richard G. Kotarba, Chair Presidential Search Committee La Roche College 9000 Babcock Blvd. Pittsburgh, PA 15237

Applications should include a current résumé and a thoughtful letter dis-cussing the candidate's qualifications in terms of the criteria stated above.

Applications will be reviewed commencing on April 3, 1992. Candidates whose applications are received after that date cannot be promised full

La Roche College is un AAIEOE Employer.
This search is assisted by the Presidential Search Consulution Service of the Association of Governing Beards of Universities and Colleges.

PRESIDENT

Great Lakes Higher Education Corporation

The Board of Directors of Great Lakes Higher Education Corporation Invites

The Board of Directors of Creat Lakes Higher Endcation Corporation invites applications for the position of President of the Corporation.

The Corporation seeks candidates with leadership abilities tlemonstrated through significant operating responsibility for a major unit of academy, business, government or industry.

The postlion includes the challenge of guiding the organization through a period of rapid escalation of competition and industry consolidation amidst the prospect of significant legislative and regulatory change, including puten-tial major program delivery alternatives being considered in the Reauthoriza-tion of the Higher Education Act.

The position offers a unique opportunity to bring a full range of proven executive skills in financial and strategic planning, marketing, information services, operations and development to the management of a nonprofit organization.

The President is the chief executive officer of the Corporation and is directly responsible to the Board of Directors.

responsible to the Board of Directors.

Great Lakes Higher Education Corporation is a nonprofit, nonstock Wisconsin corporation that is one of the nation's leaders in providing educational loan services to students, parents, educational institutions and private lenders. Great Lakes employs more than 400 employees at its corporate head-quarters in Madison, Wisconsin. In addition, Great Lakes delivers its loan services throughout the Midwest through its regional offices in Minnesota, Michigan and Ohio. Currently our \$3.5 billion in outstanding loan guarantees ranks Great Lakes as the seventh largest guarantor in the country. As a servicer of student loans, we currently provide management services to 460 private lenders with accumulated loan portfolios of \$1.5 billion.

Apolications, due by March 20, 1992, should be accumulated by a current

résumé, state salary requirements, provide not less than three references with current contact information and should be addressed to:

Frank Pelisek, Chairman Presidential Search Committee Great Lakes Higher Education Corporation 401 International Lane, Madison, WI 53704

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EXECUTIVE DIRECTOR

The American Law Institute-American Bar Association Committee on Continuing Professional Education (ALI-ABA)

ALI-ABA seeks an Executive Director who can provide dynamic leadership, possesses effective organizational and management skills and long range vision, and, with a strong sense of educational purpose, will guide the enterprise into the twenty-first century.

ALI-ABA is a joint undertaking of The American Law Institute and the American Bar Association conducting and tional program of continuing legal education. The program includes courses of oral instruction held in various cities and universities; publication of books and periodicals; production of audiovisual materials (instructional audiocassettes and videocassettes); relevant research and development projects; offering law firms in-house needs assessments and in-house educational programs; and operating a national television network for telecasting educational programs.

Among the factors considered in filling the position will be:

- A law degree from an accredited law school; demonstrated academic achievement; an M.B.A. degree or other additional training in management and finance.
- Knowledge of the practice of law.
- Knowledge of current legal developments including judicial, legislative, administrative, domestic (federal and state) and international concerns.
- · Knowledge of educational theory and principles and their application to adult education.
- Demonstrated managerial ability, experience and skills. · Leadership ability in carrying out existing programs and in developing and implementing new short- and long-term programs that demonstrates vision, originality, and creativity; communication, negotiating, delegation, problem-solving and team-building skills; and fostering cooperative relation ships with other national, state, and local legal and law-related

organizations. Knowledge of relevant technological developments and applications, and an ability to develop a strategic plan for a national non-profit continuing legal education research center

and provider for the legal profession in the next century.

Resume, including a bibliography of relevant legal and other writings, and salary requirements should be submitted before April 1, 1992 to "ALI-ABA Search Committee" at the address below. The Committee reserves the right to receive and consider later applications. All applications will be kept confidential upon request. ALI-ABA is an Equal Opportunity Employer.



4025 CHESTNUT STREET PHILADELPHIA, PA 19104-3099



PRESIDENT

Stephen F. Austin State University

Nominations and expressions of interest are invited for the positions. President of Stapiton F. Austin State University in Nacogdoches, Pos. Reporting directly to the Reard of Regents, the President is respentite for the overall administration of the University.

Stephen F. Austin State University is located in an impressive settings pine trees and natural beauty. Founded in 1923, the institution is matured to a comprehensive university which enrolls over 12,500 settlements, representing 35 states and 15 foreign countries; employs over 50 FTE faculty members: and hear an annual operating budget of approximately \$80 million. The University offers 70 undergraduate degree per grams through seven schools, 30 master's degrees, and a Doctor of factors.

Candidates must have superior leadership skills, unquestioned pages at integrity, excellent menagerist skills and academic vision. But should be committed to the role of a public regional university, possess demonstrated competence in strategic planning and assessment, at possess strong interpersonal, writing and public speaking skills. The selected individual will possess the ability to interact effectively with faculty, staff, students, alumni, the Board, and other various consilius cles of the University community.

Applications and nominations should be submitted to: Stephen P. Austin State University Presidential Search Committee
Attn: CHE
1999 Bryan Street, Suite 1919
Dullas, TX 75201

Review of nominations and applications will begin in will continue until a suitable candidate is selected.

Stephen F. Austin State University is an equal opportunity, affirmative action employer which actively seeks and excrurages nominations and expressions of interest from mority and female candidates.

This search is being assisted by Heidrick and Struggles, inc. Dellas Education Office.

research program on economically impor-tant diseases of numinant livestock. Pri-mary efforts will be directed to viral dis-eases affecting sheep and goats. Will do research in pathology and general and mo-lecular virology using nucleic acid hybrid-ization techniques. PCR, numunoblotting, virus isolation, performance of necropsies and histologic analyses of tissues. An im-portant duty will be to communicate tech-nology concerning sheep and goat health



International Programs Old Dominion University

The Executive Director of International Programs is responsible for planning, coadinating, and administering the University's international programs and is exceeded to increase the international awareness and participation of all parts of the campus. He/she reports directly to the President.

Inditational Context inititational Consess.

(M Dominion University, a young and growing institution, enrolls approxisulty 17,000 students. The University's major campus is located in Norfolik,
sulty inside Hampion Roads, an altractive, historic, and internationallycented metropolitan area with a population of 1.4 million. The University
also operates two significant higher education centers in the nearby cities of
Signia Beach and Hampton. The University's annual budget exceeds \$125

c.500.

The University's Norfolk campus is located on the Elizabeth River, a inhultary of the Chespeake Bay and Atlantic Ocean. Hampton Roads is one of the tuses and fastest growing ports in the nation and a leader in international tuse and fastest growing ports in the nation and a leader in international tuse and the maritime industry. The Norfolk Naval Basc, the largest naval less in the world, is three miles from the campus. Major federal research insulations that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby. The University is the largest research contractor in lights with NASA.

Vigina with resse.

The University's location confers upon it special advantages in international education and hence it has made a strong commitment to internationalize its isothy, student body, and curriculum. It is committed to a significant expansion of its international activities, including faculty and student exchanges, fixely language and culture instruction, curricula development, and interaction with the large international community of Hampton Roads. A doctoral program in international business was initiated in 1991 and a doctoral program in international studies/relations has been approved for implementation.

le Executive Director:

Plans, coordinates, stimulates, and administers the University's Interna-tional programs. The following individuals report to the Executive Direc-tor the Director of the English Language Center, the Director of the Office of International Study and Faculty Services, and the International Student

Managas the University's faculty and student exchange programs, which cumply locus upon Western Europe and Asia. The Executive Director is expected to expand or establish exchange programs in other geographic area such as Latin America, the Middle East, and Africa.

Develops and implements plans to increase the size and diversity of the University's international student population, which currently totals more than 600 students from 70 countries.

Assists deans and faculty to internationalize the University's curriculum and provides support for internationally-oriented academic programs such as the graduate programs in international studies/relations, Asian studies, and international business.

 Works with all segments of the campus to increase the interaction between Old Dominion University and the international constituencies of Hampion Reeds such as NATO, SACLANT, international businesses, maritime and ade agencies, and others.

Seeks extramural funding for the University's international programs.

*Earned baccalaureate degree; master's degree or equivalent experience Extensive international experience, including but not limited to travel, business, education, and culture

Extensive administrative experience in progressively responsible positions

• Familiarity with the distinct problems and challenges of international programming in higher aducation Record of attracting extramural funding

*Superior ability in oral and written communication

*Understanding of the role of a problidly-assisted university in an increasingly dwere and international society

ations and nominations should be directed to: James V. Krch, President Old Dominion University Norfolk, VA 23529-UNU1 Ph. 801-683-3159, FAX 804-683-4505

Review of credentials will begin on 1 April 1992 and will continue until the

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Replayment Opportunity Em-	fessor Donald McQuade, Dean, Under- graduate and Interdisciplinary Studies,
	University of California, 301 Campbell
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Diale territory Transferrenti with	velopment in Yuma County, responsible
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	un a range of identified community needs.
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Compositions University of Cali-	managing youth volunteers preferred. Ap-
	plication deadline. April 1, 1992, or until
dollars and Undergraduate and	appropriate candidate is found. Applicant
	file must contain a letter of intent, current résume, transcript(s) or grades and 3 cur-
	rent reference letters, mailed directly by
	writers, to Elaine Grumba, Administrative
	Secretary, Couperative Extension, Fortes
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EXECUTIVE DIRECTOR

Joint Center for Higher Education

The Joint Center for Higher Education (JCHE), an independent state agency The Joint Center for Higher Education (JCHE), an independent state agency in Spokane, Washington, invites applications and nominations for the posturon of Executive Director of the JCHE. The JCHE has responsibility to coordinate baccaloureate and graduate degree programs offered by Eastern Washington University (EWU) and Washington State University (WSU), develop a master plan for a higher education park known as the Riverpoint Higher Education Park, develop hand and tradities at the Park, and administer an inter-fastitutional applied technology center known as the Spokani Intercollegate Research and Technology Institute (SIRTI). Participating institutions in SIRTI include Washington State University, Eastern Washington University, Community Colleges of Spokane, Gonzaga University, and Whitworth College.

The Director is the chief executive of the JCHE and exercises broad executive powers in planning, management and leadership. The Director reports to a JCHE board.

MINIMUM QUALIFICATIONS

- Demonstrated success and proven abilities to work with academic institutions and diverse constituencies.
 Experience and knowledge of inter-institutional consortia or business/higher education consperative programs and parenerships.
- Demonstrated ability to communicate effectively with faculty, administra-tion, business and industry representatives, community leaders, and gov-ernment officials.
- Proven management skills in personnel administration, fiscal control, budgeting, facilities and contract management.
- Ability to mediate and resolve disputes. Personal and professional integrity.

OTHER DESIRABLE CHARACTERISTICS AND QUALITIES

- Knowledge of the legislative process.
- Understanding of public finances. · Possession of scientific and technical knowledge through education or
- Possession of an earned doctorate or equivalent from an accredited univer-
- · Willing to commit to the position for a minimum of five years.

SALARY AND BENEFITS

This is a twelve-mouth executive position with salary commensurate with experience and qualifications and competitive benefits. A faculty appointment with one or more of the participating higher education institutions is

APPLICATION PROCEDURE

Interested individuals must submit a letter of application addressing the provision arms of this notition, a vita or resume, and the names, addresses and requirements of this position, a vita or i phone numbers of five references.

Completed application materials are to be sent to

Chair, Search Cummittee for Executive Director Joint Center for Higher Education N. 501 Riverpoint Boulevard—Suite 245 Spokane, WA 99202

Further information regarding the position, or the JCHE and SIRTI, can be obtained at the above address or by relephone, (509) 359-4242. Only completed applications received by May 1, 1992 will be guaranteed consideration. The anticipated date of employment is as early as July 1, 1992, but preferably no later than September 1, 1992.

JCHE is committed to diversity and encourages all qualified (andidates to apply

Minnesota Community Colleges

Minnesota Community College System

PRESIDENT

ROCHESTER COMMUNITY COLLEGE

Rochester Community College currently enrolls 4,000 students. Founded in 1915, the college is the oldest college in the Minnesota Community College System. Rochester is the state's fifth largest city, located approximately 75 miles southeast of Minnespolis and St. Paul.

The coilege is also a member of the Greater Rochester Area University Center—a unique, collaborative educational partnership involving eight institutions of higher learning in the city of Rochester. A \$17 million construction project to provide a permanent facility for the center is current the Rochester Community College campus.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has increased over 51 % in the past seven years

The President is the chief executive officer of the college with responsibility for all programs and functions of the institution. The President reports directly to the Chancellor.

- The following qualifications are considered essential or highly desirable:
- A demonstrated commitment to the mission of the community colleges.
 A demonstrated copacity for creative and resourceful management and
- leadership.

 Demonstrated leadership ability in areas such as instruction, student serv-
- toss and inter-institutional planning.

 Demonstrated abilities in community relations.

 Demonstrated skills in fiscal planning.
- vernonstrated skills in fiscal planning.
 Experience in employee contract administration.
 Training in educational administration, professity with an emphasis on higher aducation.
- higher aducation.

 Experience in educational administration, preferably at the post-secondary level; community college administrative experience is desirable.

 Sensitivity to multicultural issues and demonstrated evidence of support
 for cultural diversity and administrative action/equal educational opportunity
- programs.

 Experience in developing and administering collaborative efforts with other higher education institutions.

 An earned doctorate or appropriate experience that provides equivalent

strength.
 Demonstrated commitment to student concerns.

Salary is competitive and commensurate with experience and qualifications. It is anticipated that the president will assume his or her duties in July, 1992 It is anticipated that the president will assume his or her dulles in July, 1992. The 1991 Minnesota Legislature mandated a merger of three of the four public higher education systems—the community colleges, the technical colleges, and the state universities. The University of Minnesota is excluded from this legislation. Barring changes in the next three legislative sestions, a single "Super Board" will govern these three systems effective July 1, 1995. The application deadline is April 30, 1992. Required materials include a littler of application addressing the applicant's interest in and qualifications for the position, a résurné, and the names of three references.

Please address nominations, inquiries, and applications to:

Anne Weyandt
Search Coordinator
MINNESOTA COMMUNITY COLLEGE SYSTEM
203 Capitol Square, 550 Cedar Street
51. Paul, MN 55101
(612) 296-5157

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Theology: Barry University, the oldest and largest Catholic university in Florida, invites applications and/or nominations for the position of Chair of the Department of Theology and Philosophy. The university has a strong comultment to an educational program which is both routed in the Catholic Internation and international in ecope. The nine-member Theology faculty periticipate in a number of undergraduate and M.A.-level programs; the five-member Philosophy faculty offer an undergraduate major. The successful candidate should hold an earned doctorate in Theology; a specialization in New Testamant is atronally preferred. A proven record of publications and hours per week. Develop an independent

End Paper

'Camera as Weapon': the Birth of the Era of Photojournalism



ORLD WAR I and World War II are commonly thought to have been separated by two decades of peace. In Germany, however, the battles never ceused, they simply shifted in form from military engagements to confrontations on the planes of culture, politics,

and ideology. There was little time to revel in the "peaceful" interlude between the wars, for the bitter, divisive end to the first left a residue of problems that preoccupied Germany right up until the bloodthirsty launching of the second. Recovery from one war had barely begun before remilitarization started for the next.

Peace had no stable ground in which to root itself, because Germany between the wars was a country in flux. Even before the end of World War 1. German sentiment had become polarized. Though many Germans supported Kaiser Wilhelm It's fervent patriotism and imperialist appetite for power, others felt deceived by the government. which had encouraged its military to persist in the war even when victory appeared hopeless.

Kaiser Wilhelm abdicated on 9 November, joiting the country into a search for a new order. Immediately, a German republic was declared, under Social Democratic leadership, but its grip on the nation proved tenuous, as did the hold of all seventeen governments elected in the interwar period until 1933, when Adolf Hitler brought a violent end to Germany's experiment with democra-

Germans fiercely debated the political bent of the Weimar Republic, which took its name from the small town housing the sent of government, throughout the fifteen years of conlition governments. The Social Democratic Party held the leadership position throughout, but parties far left and right of center wrestled desperately for

Plagued us they were by conflict and controversy, the Weimar years were also unprecedented in their



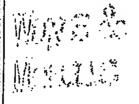
spawning of scientific, technological, and especially cultural breakthroughs. The friction between the recent war and impending disaster, between recovery and remilitarization, sparked a monumental surge of

creative energy. Radio made its first public broadcasts in the 1920's, and by the end of the decade, it became the favored mass medium communication tool in political campaigns. Film graduated from silence to sound, painting and the graphic arts assumed a new formal and political intensity, theater became a participatory, all-embracing art form. and cabaret emerged as a dynamic new channel for political satire.

Photography entered a new age of creation in the mid-1920's with the advent of small, hand-held cameras, such as the Leica and Ermanox, capable of functioning with available light ruther than flash. These cameras facilitated a new, more candid documentation of the world, while faster, more efficient rotary printing methods made this vision widely available to the German public through a proliferation of new, photographically illustrated magazines. The era of photojournalism had begu

"Camera As Weapon: Worker Photography Between the Wars," an exhibition of over 122 photographs, periodicals, and works of graphic art will be at the Spencer Museum of Art at the University of Kansas, Lawrence, Kun., March 22 through May 10. It will then travel to the Grey Art Gallery. New York University (September 12-October 31) and the Photographic Resource Center, Boston (November 20-

January 24, 1993). The text above is by the curator, Leah Ollman, and is excerpted from the exhibition catalogue, which is published by the Museum of Photographic Arts, San Diego, the organizers of the exhibition.



Nineteen higher-education groups joined forces last week to oppose the Education Department's proposed rules that sould generally bar colleges from reserving some scholarships for members of pecific ethnic or racial groups. The groups, led by the American Council on Education, issued a joint kely to the regulations. Education Secretary Lamar Alexander issued the proposed rules last year, following a year-long controversy over previous department natements banning minority scholarships. The deadline for

The joint response to the egulations called them "legally faxed, factually unsupportable. and not in the public interest." The higher-education groups stated that the department had failed to consider the continuing economic and social barriers to minority students' obtaining a higher education.

public comment on the rules is this

The response also criticized the department's legal analysis and cited Supreme Court decisions allowing duntary affirmutive action as evalence that colleges could be allowed to offer minority

Education Secretary Lumur Alexander issued a statement that did not reply to the specific points made in the groups' joint response. The statement suid: "As we develop this policy guidance our goal is clear; to help clurify how colleges and universitles can make special efforts in creating diversity on campus, and in increasing students, without violating federal anti-discrimination law."

The National Association for Equal Opportunity in Higher Education, a lobbying group for black colleges, was among the organizations joining in the response to the Education epartment NAFRO's president, Samuel L. Myers, joined ACE.'s president, Robert H. Atwell, at a press conference to release the

Late last year, Mr. Myers sent a

letter to black-college presidents

opening up" of the process of

Mr. Atwell said he had not

itment's proposed

education associations

setting policy for the major higher-

changed his position on minority wholarships and had always been

brongly opposed to the Education

accusing Mr. Atwell of taking a 'lukewarm'' position on the minority-scholarship issue and of gapring black colleges when formulating that policy. The letter, which was repudiated educators, said Mr. Atwell *as "a fee of black colleges." At last week's press conference. bowever, Mr. Mycrs said he was very pleased" with the way the ACE had organized the latest response to the regulations. Mr. Myers said there had been an

provide a means of reducing the Stafford rate is a simple case of lawmakers' being caught by surprise. Efforts are under way on Capitol Hill to provide Stafford borrowers with some benefit if low interest rates

amended in 1986, when the prime rate was above 8 per cent and no one thought to Backers say the measures will 'jump-start' economies

By MARY CRYSTAL CAGE

College officials in several states are asking voters to approve the issuing of general-obligation bonds to finance renovation and construction projects. But they do so with more than a little trepidution.

Just two years ago, voters in California and New Mexico answered such requests with a resounding No. And college officials fear they will get the same response this year because the recession has made many voters skeptical of any increase in government spending or debt.

But the recession could also help the bond measures. Governors and legislators, noting that building projects create jobs. have been selling the bond measures as one way to jump-start state economies.

Bright Spots in Grim Sessions

Legislatures are preparing to place bond measures for higher education on ballots in several states, including California, New Mexico, North Curolina, and Virginia. In those states and others, those measures are bright spots in otherwise grim legislative sessions. The combination of revenue shortfalls and voters' opposition to tax hikes has greatly reduced higher education's chances of receiving increases in appropriations for basic operations.

The state with the most money at stake is California, where legislation is pending that would ask voters to approve \$900-million in bonds for higher education. Says Rodney Rose, president of the Society for College and University Planning: "It's not clear what the mood of the voters will be. This election in California will be a bell-

College officials in California say that

"Arizona, like the rest of the

country, is in a very severe

wether test of their support."

recession. And when people are having a hard time paying their bills, they have a hard

time passing bond measures."

early polls show voters will support the bond measure for higher education. But they were optimistic about the \$450-million bond measure on the state's November 1990 ballot, as well. Until that election, Californians had routinely approved higher-education bonds and college officials rarely mounted serious campaigns to secure passage.

This year, however, higher-education officials are not taking the voters' support for granted. Californians for Higher Education, a political-action committee, is gearing up for a statewide effort.

William B. Baker, vice-president for Continued on Following Page



Government & Politics

Several States Ask Voters to Approve

Bonds for College Construction Projects

Rodney Rose of the Society for College and University Planning: "This election in California will be a bollwether test" of voter support for higher education.

Dramatic Decline in Most Interest Rates Doesn't Extend to Stafford Loan Program

By THOMAS J. DeLOUGHRY

WASHINGTON Car buyers and home purchasers may be

reaping benefits from the lowest interest rates in nearly 20 years, but many student borrowers are not.

The prime rate has dropped to 6.5 per cent from 9 per cent in the past year, and mortgage rates and interest rates on car loans have dipped as well. At the same time, the interest rate on Stafford Student Louns-the largest federal student-loun program-has been frozen at 8 per cent.

Borrowers in two smaller federal programs-Supplemental Loans for Students and Parent Loans for Undergraduate Students-are benefiting. The interest rate on those loans for the current academic year is two points below last year's, but still exceeds the Stafford rate.

Student-aid officers and Congressional nides agree that the failure of Congress to

The Higher Education Act was last tamper with the flat interest rate of 8 per cent on Stafford loans, which had protected students from the high market rates of the early 1980's.

"To many it would have seemed almost laughable to include information like that in legislation, given the conditions that we faced," says Natala K. Hart, director of scholarships and financial aid at Indiana University-Purdue University at Indian-

Strategy Viewed as Appropriate

Says Brian K. Fitzgerald, staff director of Congress's Advisory Committee on Student Financial Assistance: "I don't think anybody was looking at the sort of phenomenon we see today."

He and other analysts say Congress may have acted conservatively in shielding students from the effect of the market, but that such a strategy was appropriate given the danger of high interest rates. "What you want to do is minimize the possibility that kids are paying 14 or 16 per cent on Stafford loans," he says.

Congress, in fact, Increased interest rates in the 1986 law that reauthorized the Higher Education Act for five years. In an effort to save money, Congress and the White House agreed that the Stafford interest rate should increase to 10 per cent Continued on Page A27

By STEPHEN BURD

Iwenty years after President

Nixon pledged that the federal gov-

coment would wage a war against

cancer, university scientists are

apped in a heated buttle over

whether they are winning or losing

nue campaigns should be waged.

nedisease and is ignoring the need

for more research on environmen-

The stakes are high, both for the

The leading critics of the can-

arinstitute are environmentalists,

such as the activist group Food and

Water, which recently called a

press conference to question the

agency's approach to cancer re-

warch. Samuel Epstein, a profes-

ser of occupational and environ-

mental medicine at the University

of Illinois at Chicago and director

of cancer prevention for Food and

Water, accused the institute of

"misleading and confusing the

public and Congress by repented

claims that we are winning the war

against cancer, when in fact cancer

rates are increasing and our obility

to treat and cure most cancers has

not materially improved either.'

Blame-the-Victim Mentality'

Dr. Epstein said the institute had

created a "blame-the-victim men-

ality" by attributing most cancer

opersonal choices such as "smok-

reand dielary fat" while failing to

warn the public of the dangers of

cancer-causing agents outside un

ndividual's personal control—in-

destrial and chemical carcinogens.

orinstance—that have made their

He then called on Congress to

rorganize the institute's budget to

give research on the causes and

prevention of cancer "at least

dother areas in the cancer budget.

May into the environment.

al causes of cancer.

logical sciences.

WASHINGTON

States Ask Voters to Approve Bonds for College Projects

Continued From Preceding Page budget and university relations at the University of California, says state lawmakers are trying to win support by stressing that the bonds will create jobs that will help the state escape the recession. But, adds Mr. Baker, who is also the chairman of Californians for Higher Education: "It's a very tough climate out here. We're raising some money privately through alumni and foundations to hire a campaign consultant to advise us."

California's higher-education officials expect to devote much of their time in the coming months speaking to alumni, business, and civic groups about overcrowded classrooms, inadequate Inboratories, and deteriorating buildings.

Similarly, John T. Casteen, III, president of the University of Virginia, says he will spend about three-fourths of his time addressing business groups and lobbying for a bond package that includes \$472-million for higher education.

'A Crisis Stage'

"I think the voters will approve the bond measure," Mr. Casteen says. "Virginia is looking at dramatic growth in its college population. For some colleges-and the community colleges in particularit's already at a crisis stage. Something will have to give."

The Virginia bond measure, however, almost died before it got to the voters because the state General Assembly was divided over strategy and priorities. Some members wanted to include a tax increase on the ballot to finance \$500-million in transportation projects as a way of winning support from residents in the sprawling northern Virginia suburbs. But Gov. L. Douglas Wilder, a Democrat, and key legislators were adamantly opposed to the idea.

Ultimately, the Governor's pro-



John M. Hule of Purdue U.: "Legislators have a lot of projects that are high priorities. They just don't feel that they can afford them."

Mary Washington College and president of the Council of Presidents, a group that includes all public colleges and universities, says polls showed voter support for the Governor's position.

in North Curolina, legislators have been reluctant to approve a \$600-million state construction bond because they are concerned about how voters would react. Henson P. Barnes, president pro

liam M. Anderson, Jr., president of "People are upset about taxes und things that spend money."

Jay M. Robinson, vice-president for public affairs at the University of North Carolina System, says: "The problem is that most legislators are very apprehensive about putting unything on the ballot that might smack of tax increases."

On the other hand, Mr. Robinson says: "We think the bond issue will jump-start the economy." The

\$600-million bond package, which director has told colleges the state includes \$335-million in projects for colleges and universities.

In the past, North Carolina financed capital improvements out of the state's general fund, rather than issuing bonds to get the money for construction. The money for capital improvements would be held in a special account and not be spent until it was clear that state revenues were adequate. Since 1989, Mr. Robinson says: "We've had money appropriated twice for capital projects, but the Governor had to use that money to eliminate budget deficits."

In many states, community-college districts face fewer political hurdles because they can place bond measures on local ballots without legislative approval. But they still must find a way to win voter approval.

Administrators in Arizona's Muricopa County Community College District, for example, have postponed their 1992 bond election twice so far. Originally they had hoped to put it on a district ballot in February. Then there were discussions about a May vote. Now it is tentatively planned for June.

Very Severe Recession'

Although area business and civic leaders have told district officials that they support the college, Maricopa County voters defeated a bond measure for county facilities in November. District officials are waiting for the mood of the voters-and the area's economy-to

Bruce D. Merrill, director of the media-research program in the school of journalism and teleconimunications at Arizona State University, snys: "Arizona, like the rest of the country, is in a very severe recession. And when people are having a hard time paying their bills, they have a hard time passing

bond measures. In Indiana, the General Assembly does not have to place generaluniversity has mobilized alumni to obligation bond measures on the

will delay issuing some honds for capital improvements because of revenue shortfulls and cash-flow problems. Of \$226-nillion in high er-education bonds authorized by the General Assembly in 1991, the state has released only \$32.8-mi

Government & Politic

'Basically on Hold'

Snys John M. Huie, vice-presdent for state relations at Purdue University, "We're basically or hold until we get their authorize

The problem is that one of the projects on hold is a \$33.4-million veterinary-science building. "Th vet school just went through its xcreditation review. While full so creditation was continued, it was done with the understanding the this building would be built in the near future." Mr. Huie says.

public health and for research uni-"The state isn't questioning the venities. The National Cancer Inneed for these facilities at all," Mr. situte, with an annual budget of Huie continues. "But the legita-\$2-billion, is the largest division of tors have a lot of projects that are the National Institutes of Health high priorities. They just don't fed and a top source of funds for rethat they can afford them." search in the basic and applied bio-

Mr. Rose of the Society for College and University Planning points out that many of the college and university buildings in use to day were built in the 1950's a 1960's and it is time for those but ings to be replaced. But he says: don't think higher education is ing to have the state-budget pio ty that it needs to do that. Ijs don't think the money is there."

When possible, he says, colle should try public-private ventus to help defray the cost of capo improvements, such as leasing fice space to private physicians university medical facilities.

"Criven the fact that it's going he tougher and tougher to get pe lie support for higher-education cilities, higher education is going have to find these other method finance capital improvement They can't continue to fund it for their tuition buses," he says. "A there's just not that much private money for bricks and mortar."

that war, and in what directions fu-House report on the reauthorization legislation said that lawmakers The government contends that it were "deeply concerned" about the low level of support for such has made significant progress minst cancer by pouring billions projects, "despite the availability of dollars into research. Some sciof a large number of scientifically talists, however, charge that the meritorious proposals" from grant premment is deceiving the public shout the gains it has made against

included a provision in its legisla-

tion reauthorizing the Nut that

would increase cancer-prevention

research to 10 per cent of the insti-

tute's budget, a move that Dr. Ep-

stein said was a step in the right

direction, but far from enough. The

'Many Needs to Address'

Peter Greenwald, the director of cancer prevention and control at the institute, said that while prevention should be a top priority, other aspects of the cancer program were important as well. "The concern that I have is that there are many research needs to address the cancer problem," he said. "Basic research, prevention, early detection, and therapy are all important. It is a mistake to decrease the effort in any of these at this time."

Other scientists agree with Dr. Greenwald's view that shifting the cancer institute's budget toward environmental issues would be wrong. They argue that the institute has made great strides in combating cancer, especially in reducing the rutes of several kinds of common forms and in extending the lives of many cancer patients. gens are so rare as to be insignificant and that people who make tal research, is the key to prevent- or for members of minority groups, those substances im issue are politically motivated.

In an article in the winter 1992 issue of The Public Interest, Rich-

"Not enough attention has been paid to industrial chemicals and pollutants and their potential role

in causing cancer in the United States."

ard D. Pollak, an assistant professor of science at St. John's University (N.Y.), wrote that scientists qual emphasis, in terms of budgewho blame cancer on industrial and chemical carcinogens have a sets of competing cancer-rate statary and personnel resources," as including research on the diagnosis ad (realment of cancer, and basic

"Far from experiencing a cancer guments. nate up at least half of the budget.

Manual like those areas to "Cancer is no more of a plague is on the right track.

Manual like those areas to "Cancer is no more of a plague is on the right track.

The plague is no more of a plague is on the right track.

Manual like those areas to "Cancer is no more of a plague is on the right track.

Many scientists, especially enviHe continued: "A general misDeath rates are falling in the arthe disease and death."

Some scientists say reminental and public-health reconception is that most carcinoeas of childhood cancers and consearchers, agree that more study is gens result from human interfermon cancers suffered by white control. "Not enough attention has ence with nature. Individual Citiben mit of cancer prevention and ence with nature. Individual Citiben mit of cancer prevention and ence with nature. Individual Citiing colorectal, ovarian, stomach,
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cording to Richard Adamson, di
dence, with a 60-per-cent increase

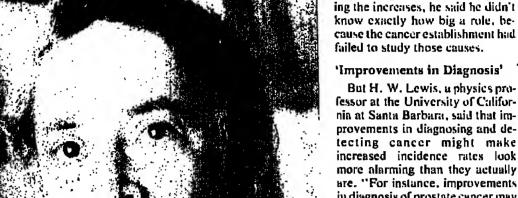
The

klant professor in the work envi
Researchers who receive funds

Cancer Eulology. Similar success

Cancer Eulology. Similar success

Ion cancer in men, as well as a 100has not been met in reducing the
has not been met in reducing the
per-cent increase in testicular, nament department at the Univerbasic biological research into the death rates for individuals with percent increase in testicular, dark. The public ends up trusting death rates for individuals with percent increase in testicular, dark. The public ends up trusting death rates for individuals with percent increase in testicular, dark. The public ends up trusting prostrate, and kidney cancers no one, she said.



'Improvements in Diagnosis'

chemical and physical careinogens

played a significant role in explain-

But H. W. Lewis, a physics professor at the University of California at Santa Barbara, said that improvements in diagnosing and detecting cancer might make increased incidence rates look more alarming than they actually are. "For instance, improvements in diagnosis of prostate cancer may make it look like there are more cases than there used to be, but this may not be true," he said. "Most men get it in their 70's and 80's, but end up dying of other things. Butv--since we've become better at finding it, we are finding cases we never would have found before. The same is true for other cancers."

Improvements in cancer diagnosis don't tell the whole story, according to Devra L. Davis, a scholar in residence at the National Academy of Sciences. Ms. Davis said that data collected from 1968 to the present indicated that cancer rates, when one ignores lung and stomach cancer, had increased steadily since 1968, suggesting that smoking and diet alone, the primary causes of lung and stomach cancer, cannot explain the growing rate of cancer incidence. While Ms. Davis said that "we do not have a good explanation for why some cancers are increasing that are not related to smoking," she added that she suspected that many of these cancers might be caused by chemical carcinogens.

They argue that cancers caused by Peter Greenwald of the National Cancer Institute: "The concern is that industrial and chemical carcino- there are many research needs to address the cancer problem."

ing cancer. "If you don't understand the na-

Scientists Ask: Should War on Cancer Be Re-Focused on Environmental Causes?

Leis, a professor of biochemistry at Case Western Reserve University who receives institute funds to study cancer's biological causes. "Basic research gives us an understanding of how the cell works and why it is transformed to a cancerous state. We can then use that information in treatment and prevention. Scientists shouldn't impose political agendas on what is a very fundamental issue."

Competing Statistics

The debate over whether the cancer institute is winning the war against cancer is highlighted by "mindless distrust of everything tistics, which have been used by

Officials of the cancer institute

he said. At the press conference, Dr. Epture of the disease, how can you stein accused the "cancer estabprevent it?" asked Jonathan P. lishment" of "gerrymandering and manipulating survival data" to show that there have been improvements, when in fact, he said, most cancer rates are shooting

He pointed to a 1987 study by the General Accounting Office of cancer-patient survival rates that concluded that it was misleading to judge progress by looking at survival rates because there had been improvements in the diagnosis and detection of various types of can-

"At first glance, it would appear that survival rates had improved considerably, in that patients used to live for a short period and now live for a longer time," the GAO reboth sides to further their own arport stated. "However, this appearance is deceiving, because it The cancer institute currently alindustrial America has been able to admit that there is a long way to go
cer is discovered with the point at beales only about 5 per cent of its support an increased population before the war against the disease which it actually starts. When this nied, bulget to the kind of research Dr. that is healthier and longer-lived is won. But they say that statistics is done any shift in the time of diag-Existin said was crucial. Dr. Epthan ever before," he wrote. showing decreased cancer mortalship would be crucial. Dr. Epthan ever before," he wrote. showing decreased cancer mortalship would be crucial. Dr. Epthan ever before," he wrote. was crucial. Dr. Epthan ever before," he wrote. snowing decreased cancer in the institute
would like those areas to "Cancer is no more of a plague" in the interval between the onset of

Some scientists say that im-

Dr. Epstein said there had been a deincausing cancer in the United about such mundane and preventable causer of cancer as smoking." rector of the institute's Division of in breast cancer in women and co-States, said David Kriebel, an as
Researchers who receive funds

'Politically Motivated'

Elizabeth Whelan, director of the American Council on Science and Health, disagreed. Occupational and Industrial carcinogens account for only I per cent of all cancers, she said. "There is no conflict or controversy. I am an epidemiologist. What I know is not an opinion. It's a fact," she said. Those who argue about the importance of industrial and chemical carcinogens "are people who are not using science or spenking scientifically. They are politically motivated."

Environmental lobbyists pointed out that Ms. Whelan's organization received much of its financial support from industry and corporations, and they argued that Ms. equates the point at which the can- Whelan protected the interests of

Scientists on both sides of the issue argue that researchers on the other side are politically motivated and are using statistics to advance their own agendas, "Once statistical information gets into the body. provements in cancer diagnosis politic, it can be used to advance meded on cancer prevention and ence with nature. Individual citimon cancers suffered by what they want to see " said Mr.

mon cancers suffered by what they want to see " said Mr. Lewis of the University of Califor-

> Davis of the science academy, is that the public is left in the

renamed as universities.

A similar measure has been enacted in Virginia and is under consideration in New Jersey.

Under the South Carolina law, the College of Charleston and Jersey Board of Higher Educa- cial bonus based on how many of dents it enrolls and on its gradu-South Carolina State, Winthrop, and Francis Marion Colleges will that would create two kinds of meets. An institution that scores cided whether to do so.

that no additional money would tions of higher education, be appropriated for the institutions solely because of the name changes.

In Virginia, Gov. L. Douglas Wilder signed a bill last week that changed the name of Christopher provides extra funds to col-Newport College to Christopher Newport University.

In New Jersey, Monmouth and Rider Colleges are lobbying for a increase the diversity of their A comprehensive research instibill that would allow them to be student populations. renamed universities. The New

■ Court says land for employee housing is subject to property taxes tion has been considering a policy the commission's standards it ate enrollment.

adopt the new designation this universities-research institu- 100 points for meeting all of the summer. The Cltadel and Lander tions and teaching institutions. goals can receive an incentive bo-College have the option of chang- But Gov. Jim Florio, a Democrat. nus that equals 5.45 per cent of its ing their designation from college who disapproves of the board's regular state appropriation. to university, but have not yet de- proposed policy, said it would State lawmakers emphasized lence" at New Jersey's institu- 93 through 1996-97, an institution

cation Commission, which for specific types of institutions.

Under the revised formula, may receive up to 10 points for ing racial diversity, the commis-The Tennessee Higher Edu-sion also has set enrollment goals

An institution receives a finan- of two-year-college transfer stu-

In a decision that will limit how California colleges can help their employees meet housing costs, the state Su-"dilute the standards of excel- which sets the standards for 1992- preme Court has ruled that university-owned land is sub-ject to properly taxes if the taxes on their homes, but chal--MARY CRYSTAL CAGE meeting the state's goals on enrollment. In addition to increasing used to provide to assess taxes on the land.

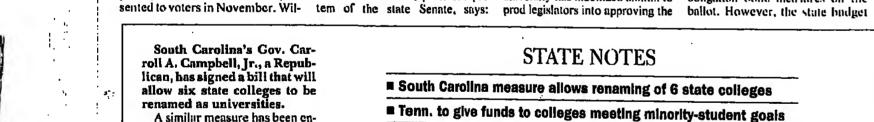
In a unanimous ruling, the court held that the exemption from property taxes provided by For instance, a community colloges that meet several enroll- lege will be rated on its enroll- schools and colleges did not apment goals, now also rates colleges based on how much there leges based on how much they increase the divergity of their "used exclusively for" educatution will be rated on the number tional purposes but rather to ben- ange County.

The property in question is faculty-housing development & veloped by a non-profit corpora tion affiliated with the University of California at Irvine. In the de velopment, residents own the own homes but pay rent to the university for the land beneat their homes.

The arrangement allows et ployees to build up equity in their houses and enjoy the tax advantages of home ownership. It also allows the university to restrict versity employees and to keep housing prices from escalating The homeowners never dispute

Under the ruling, the propent itself is still exempt from the lax but the homeowners will be subleases. A lawyer for the university

—GOLDIE BLUMENSTYL



WASHINGTON UPDATE

- Senate committee includes direct-loan plan in tax legislation
- U.S. seeks debate on admissions policies for alumni children
- Lawmakers criticize National Science Foundation priorities
- Superconducting Supercollider budget, schedule questioned
- NIH to extend support for clinical research programs on AIDS

tee last week approved tax leg- pected to vote on the tax legislation the larger community of legal islation that included a direct this week. The House approved a scholars and civil-rights advocates student-loan program.

The pilot project for 500 colleges and trade schools is a larger, modified version of a plan that Sen. Bill Bradley, Democrat of New Jersey, and three others introduced last month (The Chronicle, March 4).

The program would provide "Self-Reliance Loans" of up to \$5,000 a year for undergraduates "-(and up to \$15,000 a year for graduate students, beginning with the 1993-94 academic year. The borrowers would pay 3, 5, or 7 per cent of their adjusted gross income to the Internal Revenue Service until their debts were paid.

The version the committee approved was larger than the 300-institution project that the Senators proposed last month. The proposal would tie the interest rate on the year Treasury bills, which are currently higher than the one-year Treasury-bill rate in the original plan, but are expected to be lower port said that the issue "deserves

tax bill last month that did not include a direct-loan program.

---THOMAS J. DeLOUGHRY

The U.S. Commission on Civil Rights has called for a greater public debate on whether it is legal or proper for colleges to grant preference in admissions to the children of alumni.

The commission made the recommendation in a new report, "Civil Rights Issues Facing Asian Americans in the 1990's." The restudents had charged that they lose chances at admission to some elite universities because of the effects of alumni admissions preferences. The Education Department, in a 1990 investigation at Harvard Uniloans to rates on 10-year and 30- versity, said it was legitimate for that year contains an increase of colleges to give preference to children of alumni.

The Senate Finance Commit- over time. The full Senate is ex- to be debated and articulated by against the broader context of civil-

> rights enforcement." The report said the issue "will continue to affect Asian Americans and other minorities adversely to the extent that they are underrepresented among alumni of elite col--SCOTT JASCHIK

Members of a House subcommittee charged last week that the National Science Foundation was not doing enough to modernize university facilities port noted that Asian-American or to improve mathematics and science education.

The criticism came at a hearing of the House Subcommittee on Science on President Bush's budget request for the foundation for fiscal 1993. The NSF's budget request for nearly 18 per cent for research but only about 3 per cent for education. The Civil Rights Commission re- The agency did not request any money for its Academic Research

Lawmakers last week questioned the Energy Department's ability to complete the Superconducting Supercollider within its budget and on schedule. Several members of the House

projects like the Superconducting

Supercollider "when we're not do-

ing enough for university facilities

Mr. Massey said the NSF's priori-

ties were people, instruments, and

facilities, in that order, and the im-

provement of the agency's facili-

ties would benefit many university

-JACK GOODMAN

scientists who make use of them.

and education.

subcommittee responsible for appropriations to the Energy Department also suggested that the department had not obtained sufficient commitments from foreign countries, especially Japan, to assist in paying for the ssc, which now is expected to cost more than

\$8-billion. William Happer, director of the Department of Energy's Office of Energy Research, defended the progress made on the ssc and tried to allay fears that it would run over budget and that it might not help the country enough to justify its cost. "We are managing this project with great care to make sure it is built on schedule and on hudget," he said.

Mr. Happer expressed his satisfaction with the progress of negoti-

Fucilities Program or any increase ations with the Japanese and said "I believe they're prepared to help for its Academic Research Instruus on this." But Rep. David F mentation Program. Skuggs, Democrat of Colorado. Walter E. Massey, director of the NSF, defended the small in-

said he believed the Japanese had politely snubbed James D. Walcrease in the education budgetkins, the Secretary of Energy, durwhich has grown by over 90 per ing a trip to gain support for the cent in the past three years-us a necessary, but temporary, meas-Rep. John T. Myers, Republicar ure. "We feel this is a year for consolidation," he said. "It is not a

of Indiana, said many Congressmen were having difficulty justify. harbinger of the future." ing the ssc to their constituents. Rep. Rick Boucher, the chairparticularly during the recession man of the subcommittee and a when lawmakers could not prop-Democrat from Virginia, asked ise that anything concrete would Mr. Massey to justify a request for come from it. "People are asking a 20-per-cent increase in financing me. 'What's it going to do for of the NSF's own facilities in light of what Mr. Boucher considered an me?" " he said. apparent lack of concern for the fa-

Rep. Jim Chapman, Democratol Texas, said Congress needed to see cilities of the nution's universities. some return on the investment be-Rep. Sherwood L. Boehlert, Refore "two atoms smash together in publican of New York, said he found it "mind-boggling that this country can find the money" for

Government & Politics

Mr. Happer said that "a lot of the research in this project is immediately applicable to other industries," and cited the production of magnets for the ssc as one example of how the project has paid off "al most immediately."

The National Institutes Health has announced that it will extend support to a number of centers conducting clinical trials of new drugs and then pies to fight AIDS.

Support for seven Adult Clinical Trial Units was supposed to be phased out in fiscal 1992 after the Null reduced by 17 per cent the amount of money going to the prgrain. The agency acted in the sponse to a Congressional mandal that more Pediatric Clinical To Units be set up.

Also, a new competition grants resulted in several are units' receiving support at the ex pense of some existing units. White the NIII financed 32 Adult Clinical Trial Units in fiscal 1991, it was going to support only 28 this year. Now the NIH will support all ! units through the end of the fiscal

Anthony S. Pauci, associated rector for AIDS research at the NIS. said in a statement that the agency was committed to "finding the resources and redirecting funds from existing programs to extend funding" to the units.

Unless Congress Acts, Interest Rate on Stafford Loans Will Stay at 8%

expects the House to approve

Continued From Page A23 hen borrowers enter the lifth year

drepayment.
Michael S. McPherson, profesother holders of loans a subsidy of or of economics at Williams Colkge, says suidents should not compain, because 8 per cent is still "a reasonable market interest rate for so low that the government is not these loans." He notes that rates en mortgages or car loans have one down from where they were banks with a rate of return that is ayear ago, but they have not gone below 8 per cent.

U.S. Pays the Interest

Ms. Hart of Indiana University-Purdue University says most students don't worry about interest rates on Stafford loans while they're in college because the govemment pays the interest for them. But she expects graduating students to begin complaining if low interest rates on other kinds of loans continue for a long time.

"When they begin to hear-if they ever do-of mortgage rates of 1 or 7.5 per cent, they'll begin to see that as different from what they're paying," she says.

indeed, student groups that have been eager to criticize lawmakers onother matters seem happy with a stable interest rate and have not

"This is the first time

we're talking about

really dramatic

reductions. It could

be really beneficial

to a lot of parents."

raised much of a fuss about failing to benefit from decreasing interest rates. "Having it stututorily determined is much more comfortable and secure for us," says Selena Dong, legislative director for the United States Student Association. Nevertheless, the Senate last month acted to allow the interest rate to drop below 8 per cent. It approved an amendment to the reauthorization of the Higher Educalion Act that says the interest rate should be 3.1 percentage points above the rate on three-month Treasury bills, provided that students do not have to pay more than 9 per cent. If that rule were applied now, the rate would be 6.9 per

May Cut Banks' Profits

The House of Representatives is expected to take a different tack when it considers its reauthorizaseeks. Thomas R. Wolanin, stuff dector of the House Subcommitke on Postsecondary Education. ays he expects lawmakers to keep the interest rate at 8 per cent. But. le says, they may approve a measthe that would cut banks' profits on he loans when market rates are low and require them to apply the hands to retiring students' debts more quickly.

Under current law, the governbent assures banks that they will beceive an interest rate of 3.25 percentage points above the average marterly rate for three-month

When the T-bill rate was 5.76 per—the T-bill rate be applied to reduc-—cial side effect for taxpayers. They

The amendment would be simi-I per cent on top of the 8 per cent har to a measure lawmakers insertpaid by the borrower. Since Janu- ed in the 1986 law when they ary the Treasury-bill rate has been agreed that all new Stafford loans should have an interest rate of 10 paying any subsidies. And the 8 per per cent in the fifth year of repaycent paid by horrowers is providing ment. They recognized at that time that market rates could be well be-3.34 points above the Treasury-bill low 10 per cent, and specified that the difference between 10 per cent "They're getting a windfall they and 3.25 points above the T-bill were never intended to have," Mr. rate be used to reduce the borrow-Wolanin says. The amendment he er's principal.

Education Department officials than 3.25 percentage points above—to the banks has produced a benefication in 1990-91.

cent last summer, for example, the ling the borrower's principal. That estimate, for example, that a subsigovernment was paying banks and would shorten repayment periods. dy of 1 per cent costs the govern-

Students and parents who have taken out Supplemental Loans for Students and Parent Loans for Undergraduate Students programs have benefited already, because the interest rate for the programs is sensitive to the market. Both have interest rates that are established each June at 3.25 percentage points above the rate on one-year Treasury bills. The interest rate is now would direct that any amount more report that the cutoff of subsidies 9.34 per cent, down from 11.49 per

Ms. Hart of Indiana University-Purdue University says the lower rates are saving money for porents and students because-unlike participants in the Stattord programborrowers are responsible for paying the in-college interest on the supplemental and parent loans. "They're seeing some pretty direct relief." she says.

Barry McCarty, director of financial aid at Lafayette College, says the situation could get even better if Treasury-bill rates are still low in June, when the Education Department will set the interest rate for the 1992-93 academic

"This is the first time we're talking about really dramatic reductions," he says, "It could be really beneficial to a lot of parents."

1991 NACUBO ENDOWMENT STUDY

The financial support of the prestigious investment management firms listed below made the 1991 NACUBO Endowment Study possible. These firms are committed to the successful financial management of the U.S.'s college and university endowments.

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Status of Federal Legislation As of 6 p.m. March 5, 1992. Bold type Indicates changes since February 20, 1992. MAJOR PROVISIONS SENATE BILL; Would charge federal copyright law to make it easier for scholars to : SENATE: Passed September 27, 1 S Rep 102-141 HOUSE PALL: Would eller the lob training Partiership Act by providing more. House: Passed money for education and job training for paople who ere the most disadran. October 9, 1991 taged. Would link job training programs supported under the act to state and. H Rep 102-240 federal efforts to reform the welfers a stant. Job training BOTH BILLS: Would residuate the National Institutes of Health. Would lift a ban imposed by the Administration of federal support for research imposed by the Administration of federal support for research imposed by the Administration of federal support for research imposed by the Administration of federal support for research imposing the problems affecting women. Would enalty a requirement that clinical trials using NH fraids protect women as subjects integer respections. SENATE: Approved by committee ling subjectific research integer research for the overtical costs associated with federal research. HOUSE BILL: Would place new limits of the money universities could receive for the overtical costs associated with federal research. HOUSE SILL: Would protect the 1988 law that subject esting for fields 1992 to the President's recommended evel of \$2.721 billion. The diseasch equipment is search fedition to start a help program for hadesch equipment. National Institutes Science Foundation SENATE DILL: Would make it a jederal crime to varidalize facilities used for SENATE: Passed research on animals or to remove animals from such fabilities SRep 102-141 HOUSE BILL: Would regultionize the Higher Education Act for five years; Would House: Approved replace Starford Student Locus; will be are provided by banks and subsidized by by committee the government, with a direct losir program to, which aludents would before October 23, 1991. Revenament funds from colleges, Would establish from maximum like for Pell. High 102.447 HR 3553, 8 1150 government funds from colleges, Would establish new maximum size for Pell Grents, in 1894-95, or \$2,750 plus one querier of uniton up to \$1,750, Would so exclude the equity of staffly dents in a horize, farm, or business from calculations of whellin used to petermine side eligibility. SENATE BLLE Would result orize the Higher Discation Aft for sayin years Would result orize the Higher Discation Aft for sayin years Would result orize the Higher Discation Aft for sayin years Would result orize the Higher Discation Aft for sayin years Would result or say in the sayin years and senate the Higher Discation Aft for sayin years Would result or saying the saying and senate the Higher Discation Aft for saying years and senate the Higher Discation Aft for saying years and senate the Higher Discation Aft for saying years would be saying and senate the saying the sayi BOTH BILLS: Would properly a terr protection for employee of temperature of tempe Taxes HR 4210 February 27, 1992

WASHINGTON ALMANAC

Antaretto research. The National Science Foundation has proposed rules to carry out an executive order that requires passessment of planned ac-tions at the United States Antarctic Program so that potential environ-mental effects can be considered. Comments must be received by April 1 (Federal Register, March 2, Pages

NEW BRIE IN COMMESS.

Coples of bills may be obtained from Representatives (Washington 20515) or Senators (Washington

HOUSE OF REPRESENTATIVES

Superconducting Supercollider. HR 4330 would require that American companies be given priority in construction contracts for the ssc and that other contracts be awarded to foreign businesses only from countries that are participating in the

Tex.). Taxes. HR 4319 would restore the lat deduction for interest paid on student loans and permit penalty-free withdrawals from retirement plans to go

drawals from retirement plans to pay for such costs. By Representative ISBRET (R. La.).

Taxas. 11R 4341 would permanently elements the research-and-development lax credit for businesses. By Representative Packard (R. Cal.).

Since changes frequently occur with little advance notice, it is advisable to check with committees on or are

the hearing dates. SENATE

Science budgets. March 19. Hearing to proposed budgets for the National Science Poundation and the Office of Science and Technology Policy, Contact: Senste Appropriations Suboutact: Senste Appropriations And Indian Development, and John Devel

Business & Philanthropy

RJR Nabisco Plan Would Help Pay College Costs of Employees' Children

announced that it will help pay the college costs of its employees' chil-

Pledging that no child of an RIR Nabisco employee will be denied postsécondary education because of financial barriers, the giant food and tobacco company said it would provide a combination of loan subsidies, scholarships, and up to \$4,000 in a matched-savings plan for each child of an employee.

The company says the plan will complement its Next Century Schools program, announced in 21989, which is providing \$30-million for elementary and secondary schools over five years to encourage "radical, sustainable change." The new project is a way for the company to extend that commitment to employees, officials said.

Louis V. Gerstner, Jr., RJR Na-

vantage of at least one aspect of the plan, "We don't view this merely as another employee benefit, like health insurance," Mr. Gerstner said in a statement. "We view this as a far-reaching investment that requires a commitment from employees as well as the company."

The Issue Is 'on the Table'

Many companies already provide educational assistance to their employees, including support for additional training and courses outside of work. Some also offer scholarships for the children of employees. RIR Nabisco's project appears to be the most comprehensive financial-assistance plan for employee children offered by any American company.

Companies increasingly are trying to limit the benefits they provide employees, but RIR Nabisco's bisco's chairman and chief execu- announcement may spur more emtive officer, said the company ex- ployers to consider educational as-

sistance programs, said Denise it would provide workshops and Georgemiller, a benefits consultant at Hewitt Associates, a compensation and benefits consulting firm. "Clearly, the issue has been put on the table," she said.

Nearly all of RIR Nabisco's 35,000 employees in the United States will be eligible for the assistance, with the exception of 147 top executives. Company officials said they wanted to make sure that financial support went to the people who actually need it.

RUR Nabisco's plan has several components, including: ■ Training and incentives for employees to take part in improv-

ng the schools. The company said

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with the College Board, employer can have access to information about other kinds of financial support for education. The company will also continue to sponsor two grants to schools where employees hold leadership roles. scholarship programs,

Expanded training for all em-■ A matched-savings plan to ployees and time off for workers to help employees pay for their chilaccompany their children on the dren's education beyond high first day of school and attend parschool, including college and university education as well as vocaent-teacher conferences. Company officials said they extional and technical training. The company will match dollar-for-dol-

lar as much as \$1,000 per child in

each year of high school in a tax-

■ Loan assistance and scholar-

ships. For employees who borrow

under the federal government's

Parents Loans for Undergraduate

Study, RJR Nabisco will pay foan

fees and partially subsidize interest

deferred savings plan.

nected about 6,000 to 7,000 children of employees to participate in the matched-savings program and about 4.000 children in the loan. subsidy program. Although the company hasn't estimated the cost of the entire plan, the loan subsidies and matched savings are enpected to cost between \$5- and \$6

expenses. Through an arrangement

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Health. For research and training on maternal health in sub-Saharan Africa; \$998.700 over two years to Columbia U. For a callaborative program to improve maternal and child health in Tanzania: \$330,400 over two years to Duke U. International Issues. For the Program on Science and International Security: \$350,000 over two years to American Association for the Advancement of Science.

-For the International Negotiation Network: \$350,000 to Emory U. For a study of the proliferation of weap-ons of mass destruction: \$177,250 to Har-

vard U.

Por research and training on new policy initiatives for nuclear-arms reductions and non-proliferation: \$333,500 over two

years to Princeton U.

Medicine. For postgraduate training in obstetrics and synecology in Chana: \$213.500 over two years to U. of Ghana and \$383,500 over two years to U. of Michi-

Minorities, For programs to increase the number of minority-group graduate students: \$310,000 over two years to Arizo-

—For support of programs: \$100,000 over two years to American Indian College

Schools. For development of model com-prehensive health and education services in Junior high schools: \$400,000 over 21 months to Columbia U. -Por implementation of state-policy re-forms in middle-grade education: \$120,-

000 over two years to U. of New Mexico.
Science education. For a national project
to reformulate the content of elementary
and secondary education in science. hematics, and technology: \$750,000 over three years to American Association

South Africa. For a career-development felprogram for black South Afri

—For research on legal Issues involving gender: \$122,000 over 18 months to U. of the Witwaterarand (South Africa).

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Florida State University. For a professor-ship in human sciences: \$100,000 from Jean D. Wilson. Institute of Paper Science and Technology. For the library: \$800,000 from William R. and Frances Haselion. Petmer College of Chiropractic. For the en-dowment and for scholarships: \$217,000 from the estate of Elmor J. Ferguson. Pesnayivania State University. For pro-grams of science and mathematics educa-tion: equipment valued at \$433,000 from

For the new academic and athletic convocation and events center: \$100,000 from Richard H. and Pumela Bard.

\$107,750 from David and Dorls Weindorf.
Ramapo Gollego. For the International
Telecommunications Center: \$180,000
from Becton Dickinson and Company.
Randolph-Macon Woman's Gollego. For
the capital campaign: \$1.4-million from
an anonymous alumna and her husband.
Saint John's University (Minn.). For a professorship in the health sciences: \$2-mililion from the estate of Florence Rooney.
University of Arizona. For the college of
law: \$200,000 from Ethel Bilby.
University of Kansas. For a laboratory fund

mous donor.

professorships in the college of engineering and the school of art and architecture; \$300,000 from Association of General

at Urbana-Champaign and U. of Wisconsin at Madison. DeWITT WALLACE-READER'S DIGEST

Teaching. For training programs for high-school teachers of history; \$3.1-million to Woodrow Wilson National Pellowship Foundation.

-For graduate fellowships in engineering \$107,750 from David and Dorls Weindorf

from Hughes Alteraft Company.

University of Missouri at Columbia. For scholarships and a professorship in business: \$3-million from Sam M. Waiton.

University of New Mexico. For athletic scholarships: \$358,125 from an anonymous donor.

-Por programs on Latin American business: \$150,000 from an anonymous do-

nor.

For the art museum: paintings valued at \$100,000 from Bea Mandelman.
University of North Caroline at Charlotte, For a professorship in health-care cibles: \$330,000 from the Mecklenburg County Medical Society.
University of South Alabama, For a professorship in infectious diseases: \$600,000 from Abraham A. Mitchell.
University of Southwestern Louisiane. For

Education. For a parinership with the New York City Public Schools to reduce the dropout rate among adolescents: \$500,-000 to Fordhum U.

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tion: equipment valued at \$433,000 from American Telephone and Telegraph Cor-

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More than 400 college officials and students attended a onference last week at the University of Maryland at College Park to discuss ways to combat what they said was a growing problem of intolerance on college campuses.

Administrators at the conference, "Bigotry 202: Developing a Proactive Campus Approach," sought to share information on programs that universities had found successful in fighting bias.

The meeting was sponsored by the American Council on Education and the Washington Regional Tusk Force on Campus Prejudice, a 13member coalition of colleges and universities in Maryland, Virginia, and the District of Columbia.

The task force, which meets monthly, was formed last year to respond to increasing incidents of harassment directed at women. members of racial and ethnic minorities, and homosexuals.

The conference organizers hoped colleges would form campus teams involving administrators, foculty members, and students to develop a comprehensive approach to problems of bias. Organizers also hoped other colleges would form coalitions to share information.

Administrators at Viterbo College have fired the entire staff of the student newspaper. The paper had published parodies about condoms and ads for a dinic's abortion-counseling The college is affiliated with the

Roman Catholic Church,

William Medland, president of the college, said that the newspaper, the Lumen, had "shocked the sensibilities of many students. faculty, staff, and administrators. Student journalists suid ministrators were overreacting and trying to censor views that conflicted with Catholic heliefs. Students who write for the paper a the future will have to follow new ditorial guidelines that forbid obscenity, pornography, and isrespect for the Cutholic Church, r. Medland said.

Fifty-six cadets from 14 of the nation's leading military colleges met at Texas A&M University to discuss, among other things, texual harassment and

The cadets, about a third of whom were women, discussed licidents of sexual harassment ut their institutions and talked about low administrators had responded

year colleges, according to a survey by the Texas A&M's own Corps of College Board. Cadels was embrolled in controversy Even though the pace of private-college ass fall when several female cadets tuition increases is likely to slow, costs will charged that they had been sexually still outrun inflation, said Michael S. harassed by male cadets. Cadets McPherson, a professor of economics at ellending A&M's Military Weekend Williams College who specializes in highhiservance agreed that military er-education finance. Inflation, as meastolleges could help curb incidents of ured by the Consumer Price Index, stood rassment by clearly articulating their support for female cadets. at 2.6 per cent for the 12 months ending in

"Private institutions are too nervous

By JEAN EVANGELAUF

for 1992-93 indicate that public colleges

will post another round of double-digit per-

centage increases, while private institu-

tions will struggle to keep the growth in the

In academic 1991-92 the average tuition

went up 12 per cent at public four-year

colleges. 13 per cent at public community

colleges, and 7 per cent at private four-

single digits.

Early announcements of tuition charges

Students in some of the largest state higher-education systems will face sharply higher costs both politically and economically to push tuition hard, and they're too strained to cut tuition, so there's a narrow window they

can operate in," Mr. McPherson added. Tuition increases at public institutions will surpass 10 per cent in states that have ear budget cuts, predicted James B. Appleberry, president of the American Association of State Colleges and Universities. Some 30 states have reduced their 1992 higher-education appropriations or plan to do so, he said.

A 'National Tragedy'

Upward Trend Likely to Slow at Private Institutions

This year, tuition for undergraduates averages \$2,137 at public four-year colleges and \$1,022 at public two-year colleges.

Higher tuition, coupled with the growing use of enrollment caps to keep costs down, will lay the groundwork for a "national tragedy," Mr. Appleberry said. "We're going to throw a lot of people on the trash heap of the underprepared" at a time when

the demand for college training is growing,

seem to be able or willing to put money into preserving quality and maintaining low tuition. A major issue for the 90's is the fact that the current system for financing public higher education is not working well at

Although many public colleges will not set tuition rates until later in the year, it is clear that students in some of the largest state higher-education systems will face sharply higher costs.

In California, students at public fouryear colleges will see another year of steep ncreases in fees, which are charged instead of tuition. The University of California said its fees would climb 22 per cent, to \$3,036. That increase, coming on the heels of a 40-per-cent jump in fees this year, has prompted student protests, including a Continued on Page A32

Students



A state policeman in California wrestles a demonstrator to the floor in front of the Governor's office during a protest over increases in tuition costs.

At Public Colleges, More Double-Digit Tuition Growth;

Said Mr. McPherson: "The states don't

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The College Board

Graduate Schools Accused of Favoring Foreigners

this country needs more minorities moving into certain fields such as science and engineering and we need to insure support and encouragement for their graduate study," says Jules B. LaPidus, president of the Council of Graduate Schools.

But I totally disagree with a good deal of his conclusions and the way he interprets and omits important Mr. LaPidus says, for example,

that while Mr. Morris reports that only 12 per cent of black Americans who earn doctorates in education received the bulk of their financial support from their universities, Mr. Morris does not mention that approximately the same percentage of white students receives

'Telling professors and

academic departments

how to dole out their

support to their graduate students is an intrusion

into universities.'

most of their financial support from their institutions.

"We have to look at all the data to make fair comparisons of treatment," says Mr. LaPidus. "I see nothing in Morris's paper, the data, or any other reports that makes me believe that the number of and support for international students has a direct bearing on the number of and support for American minority

Complicated Comparisons

Mr. LaPidus also notes that comparing the source of graduatestudy support of international stublack or white-is complicated because international students are not eligible for federal student



at the University of California at ternational students on campu Los Angeles, also finds Mr. Morris's report troublesome.

Ms. Mitchell-Kernan calls "invidious" his assumption that universities are choosing to ignore domestic minority-group members in favor of international students. She also questions any move toward a dents and American students-- legislative remedy to the perceived

"Telling professors and academic departments how to dole out their support to their graduate stu-Mr. LaPidus says the 1990 data dents is an undue intrusion into show that approximately 36 per universities," Ms. Mitchell-Kercent of black students and 32 per nan says. "If there's a sense that cent of white students indicated underrepresented minority stuthat they used federal student loans dents are being discriminated as a source of some support for against in terms of access to resources for graduate education. Claudia Mitchell-Kernan, vice- that ought to be handled as a sepachancellor for graduate programs rate issue from the presence of in-

Jules B. LaPidus, president of the Council of Graduate Schools: "We have to look at all the data to make fair comparisons of treatment."

Members of the Council of H torically Black Graduate School which represents 35 historical black institutions that grant is grees beyond a bachelor's, want link the financial support t American minority students is ceive to the amount that collecand universities give to foreignal

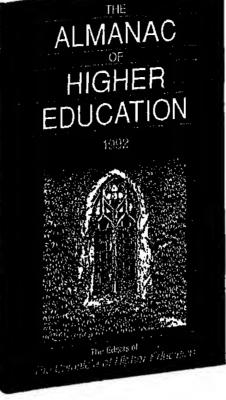
Lobbying Campaign Planted

Mr. Morris, who is president the group, says he and other con cil members will lobby state kg lators and members of Congress especially members of the (to gressional Black Caucus, to si port an effort to compel unive ties to provide more support lo nority students.

Members of the Council of H torically Black Graduate School also plan to bring the issue to no organizations, national highers cation associations, and black p ticians across the country. Morris says.

"Countries and people who likely to be our most fierce o itors in science and technology being provided for by Amen universities in greater number higher percentages than our are being taken care of," Mr. M. ris says. "This is an argument even the most racist or anti-American might see logic in cause it is not only a matter of h ness, but national interest, 100.

Copies of the report are availafor \$5 each from Mr. Mont Morgan State University, School of Graduate Studies, Coldspire Lane and Hillen Road, Balimore 21220 21239.



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THE UNIVERSITY OF CHICAGO PRESS

Sharp Rise Seen in Tuition Rates at Public Colleges

Continued From Page A29 hunger strike on the Berkeley campus and demonstrations on the Da-

In his budget request, Gov. Pete Wilson, a Republican, proposed raising fees at the 20-campus California State University System 40 per cent, to \$1,308. The system's trustees asked the Legislature to approve the proposal. But the request, coming after a 20-per-cent fee increase this year, has prompted fierce student opposition, and the Legislature may scale it back.

Increase in New York

At the California Community Colleges, which were free of tharge until 1984, the Legislature increased fees 20 per cent for 1991-92, to \$6 a unit up to a maximum of \$120 a year. The outlook for 1992-93 is uncertain, with proposals ranging from substantial increases

In New York, legislators are considering a budget submitted by Gov. Murio M. Cuomo that would mise undergraduate tuition at the State University of New York System by 23 per cent, to \$2,650. The \$500 increase would come on top of a \$500 increase this academic year and a \$150 increase in the spring 1991 semester.

In Texas, tuition for undergradu-"ates at the state's four-year institutions will climb 20 per cent. to \$720 a year. Tuition for out-of-state undergraduates will rise 27 per cent, to \$4,860. In addition to tuition, mandatory fees, including studentservice, student-center, and building-use charges, will amount to some \$500.

Mack Adams, assistant commissioner for student services at the Texas Higher Education Coordinating Board, said it had proposed a new approach to tuition setting that would shift a greater share of college costs to students. "It may make sense to have those who use the service pay for it, rather than have the general taxpayer pay for it," Mr. Adams said,

'A Big Political Issue'

may fall victim to budget woes. For The Legislature, which sets resi-1992-93, the Ohio Board of Regents dent undergraduate tuition, rejectwill allow public colleges and unied the proposal and voted to inversities to raise undergraduate tucrease tuition by \$2 a credit hour ition by up to 7 per cent or \$175, whichever is greater. That comeach year through 1996-97. "Raising tuition is always a big political pares with a ceiling of 9 per cent or issue," Mr. Adams said. "Stu-\$225 for the current neademic year.

City U. of New York Suspends Activity Fee Due to Spending by Student Government

Officials of the City University lege associations on individual of New York have voted to sus- cumpuses in an effort to insure that pend the student activity fee and suspend stipends to student-govrernment officers who have been under fire for spending thousands of dollars to rent limousines and to order room service at hotels.

The \$85-per-student fee, which generates about \$350,000 for allocution by the University Student Senate, will be climinated in the fall of 1992. The CUNY Board of Trustees is also considering amendments that would reorganize col-

student fees are properly spent.

Michael S. McPherson of Williams College: "The current system

for financing public higher education is not working well at all."

In light of a substantial projected

deficit in fiscal 1993, the 7-per-cent

that have set their 1992-93 tuition

charges for residents of their states

include Lincoln University in Mis-

of Connecticut, where a 13.4-per-

percentage increase in decades.

dation of academic programs.

Average This Year: \$10,017

increases down," Mr. Rosser said.

In many cases, the lower in-

not expected.

dents react and the Legislature is

Despite the steep increase.

'Texas is still a bargain," Mr. Ad-

ams said, predicting that Texas

public colleges would remain

among the least expensive in the

nation for both resident and non-

In Ohio, an effort to slow the rate

of tuition growth at public colleges

"Colleges know the

public, and they

concern among the

are doing their very

level best to keep

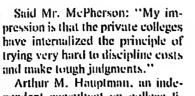
the increases down."

prone to respond."

resident students.

Students have criticized Jean LaMarre, president of the University Student Senate, for lavish spending, following an audit that found he had authorized the misuse of \$85,000 last year. Mr. LaMarre and eight officers of the University Student Senate received stipends totaling \$42,000 a year.

He was re-elected to his post last fall amid charges that the balloting ing their very level best to keep the had been mishandled.



pendent consultant on college linance, said private colleges found it more and more difficult to gain added revenue through trition increases.

"I think private colleges are running into the limits of a high-trition and high-aid policy," he said. "They have such a large percentage of students on aid that for every increase of \$100 in tuition, they have to give \$50 to \$60 back in aid, so they don't gain as much from an increase as they once did."

Hood College Freezes Costs

In an effort to attract middle-income students, Hood College will freeze costs at this year's rate of \$12,078 for tuition and \$5,675 for room and board. Worcester Polytechnic Institute, which froze fuition for 1991-92, will raise it 3 per cent in the fall, to \$14,555.

At Bennington College, the comprehensive fee, which includes tuition, room, and board, will go up 2.9 per cent, to \$23,880. College officials said they had been able to keep the increase at the lowest level in Bennington's 60-year history because of the success of a \$30million capital campaign.

Other institutions that have lowered the percentage increase in tuition include Boston University, up 4 per cent, to \$16,590; Carroll Colcap may be "relaxed," according lege in Wisconsin, up 3.3 per cent, to a spokeswoman for the regents. to \$11,322; Dartmouth College, up Elsewhere, public institutions 6.1 per cent, to \$17,334; Drew Unicent above this year's.

versity, up 4.5 per cent, to \$16,829 Muhlenberg College, up 4.1 p.r cent to \$15,740; and the University of New Haven, up 3.2 per cent, to

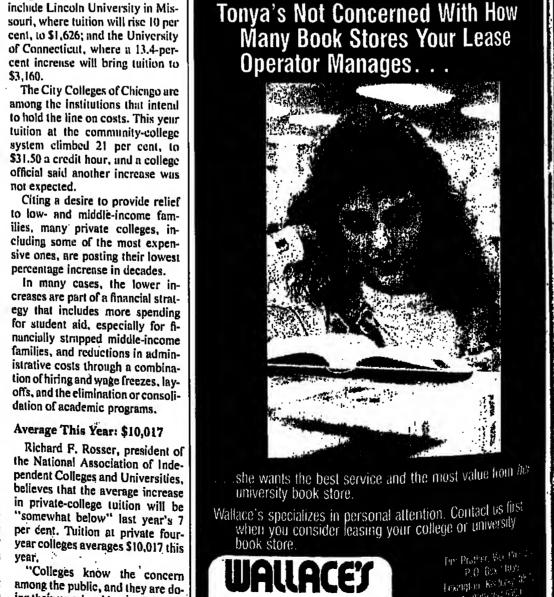
Beset by financial problems Stanford University has abandoned its two-year-old policy of limiting tuition increases to one percentage point above the infition rate. Tuition will go up 9.5 per cent, increasing by \$1,434 to

11% Increase at Wake Forest

"We made a commitment about holding down costs, but we have made a much more fundamental commitment to maintain the qualty of a Stanford education," said James N. Rosse, the university's provost. "We have found that we can no longer meet both of those commitments at once."

At Wake Forest University, an II.I-per-cent increase will bin tuition to \$12,000. For the last soeral years the university has toll students to expect percentage increases in the double digits as par of a plan to raise faculty salaris and financial-aid spending. Future tuition increases will probably be smaller, according to a university

Other private colleges that has set 1992-93 tuition include the fdlowing: Brown University, an 69 per cent, to \$17,384; Le Moyn College, up 7 per cent, to \$9,63 and the University of Chicago, up per cent, to \$17,061. At Middle bury College the comprehensi fee, which covers tuition, roos and board, will be \$22,900, 8 pg



Bookstores, Inc.

Baseball coaches, players, and parents of athletes are pleading with the National Collegiate Athletic Association to "keep our coaches; our games; our practice sessions; and our kholarships," which they say have been unfairly cut. Their plea comes in a letter wilten by Ron Polk, Mississippi Sale University's basebull couch. whe NCAA's presidents' commission. The letter, Mr. Polk

says, is intended to let the commission and others know that they believe the rule changes the paget has supported over the last greral years as part of its reform movement have hurt baseball. Mr. Polk says in the letter that

baseball players and coaches were not consulted about the changes and that baseball is not one of the "guilty parties" toward which the reforms should have been directed.

The reforms, most of which were passed at the NCAA's annual meeting in January 1991. limit the number of coaches, scholarships, practice time, and games for all Division 1 sports. Coaches in other sports argue that most of the problems in college

sons are in football and basketball Mr. Polk has sent his letter to the 273 Division Linstitutions that play baseball, hoping that members of the teams and supporters of the sport will sign the letter and write to commission members and to the media. The Chronicle has received letters from athletes or parents of uhletes at about 20 colleges.

Pete Dunn, the buseball coach at Stetson University, says his players signed and sent the letter to the commission because they feel they ar being unfairly punished. "We feel strongly that baseball has been clean with none of the kind of violations that are prominent in other sports," he snys, "We bouldn't be adjudiented on the basis of transgressions of other payers in other sports."

Ted C. Tow, a spokesman for the ACAA, Says the interests of thuse in nateball and all other sports were aken into account before the recent ule changes and continue to be a onsideration for the association. He says, however, that the baseball coaches and players would do heiter by taking their concerns to the presidents of their own institutions

"If they have a message, it needs to go through the home campus." Mys Mr. Tow. "It is their presidents and representatives that He voting on these issues."

Officials at both the
University of Rhode Island and
Bryant College have appointed
antifaction of athletic of the state of Maliceedly masterminded by a Miles from the college.

Athletics

Business as Usual at Las Vegas: Dramatic, Bitter, Ultimately Ambiguous

Campus still split by rift between president and coach

By DOUGLAS LEDERMAN

LAS VEGAS Last week was just your average week in the epic story of Coach Jerry Turkanian and the University of Nevada at Las Vegus, which means it was dramatic and bitter, yet ultimately ambiguous.

UNLY's basketball team played its final game of the season, concluding with an emotional goodbye tribute that brought tears to the eyes of the coach and many of his nearly 19,000 admirers in the stands.

Yet at week's end, Mr. Tarkanian's buttle of wills with the university's aggressive and popular president, Robert C. Maxson, was far from resolved, and the coach was still in his office.

Both Camps Stand Firm

The two men and their supporters have clashed in recent weeks with all the antagonism, harsh words, and threats of a Wild West showdown. It is exactly the kind of direct confrontation that many people here had feured for years and desperately hoped to avoid, and it has deeply divided the university and this city.

Both camps-Mr. Tarkanian, his crew of lawyers, and his brush band of boosters: and Mr. Maxson, his administration, a group of prominent Las Vegans, and most of the faculty-stood firm last week.

Mr. Turkanian restated his plan to reseind his resignation and declined comment on speculation that he might sue to keep his job. He requested an independent investigation into his charge that the university had sabotaged his program, and said he might run for a position on the Board of Regents.

Mr. Maxson said he did not believe an outside inquiry was needed, and said the controversy must not be permitted to drag on. He also vowed that Mr. Tarkanian's days at UNI.V are over.

No one-including most of the coach's supporters-doubts that that's true. What is not clear, however, is whether Mr. Tarkunian will succeed in taking Mr. Maxson down with him. Ultimately, both of their fates rest in the hands of the University of Nevudu's nine regents, who have agreed to hold a closed personnel session with Mr. Maxson this week to discuss the basketba

While its chairwoman, Carolyn Sparks, wholly supports Mr. Maxson, the coach has some backers on the board.

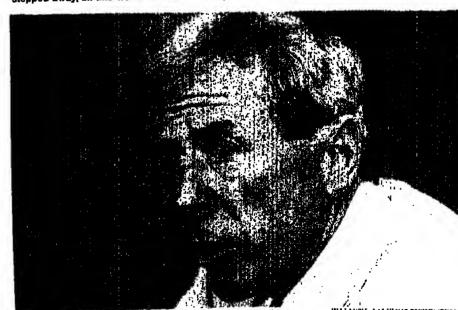
Secn as a Powerful Litmus Test

College sports officials around the country are watching the events here closely. Many of them view UNLV as a powerful litmus test of the ability of individual college presidents to bring their sports programs under control.

While the dispute here has been inflamed by many years of history and hard feelings, by strong personalities on both Continued on Following Page



Jerry Tarkanian leaves the court after the last game of the regular season: "If I stepped away, all this would have been swept under the carpet."



President Robert C. Maxson; "I knew very early on that business as usual in basketball was in conflict with the academic goals I had for this university."



lowing Mr. Tarkanian to boart.

who understand why this ci

needs a good university, will to

derstand what needs to happen

'Inherent Governance Issue'

The regents, she and others so

must support Mr. Maxson or

"UNLV is testing an inher

governance issue: whether pre-

dents can get control of athle

programs, so they operate not lest

within the letter of the law but

spirit of the law," said James H

Frey, a UNLY sociology profess

who has written extensively on

If Mr. Tarkanian were to out

the president-or if the control

sy were to force Mr. Maxsonfic

his job—the consequences for d

university's reputation would

devastating, observers here say

sity president would be one of the

worst things that could ever be

pen," said Douglas Unger, and

ist who left Syracuse Univer

last year to help establish an in

nationally oriented master's

made, academics here say, in

be traced in part to the threats

critics of the basketball prop

have received over the year

warnings, Mr. Unger noted t

scriously in Las Vegas that

"People who have dared

speak out about our activities

tercollegiate athletics have

their physical well-being the

ened, and their careers have

jeopardized," said Mr. Unne.

provost, who said he had he

threatened when he headed as

quiry into the recruitment of Lie

Ms. Spurks, the regents'd

woman, is among those targets

Boosters have announced a mi

campaign to oust her from

board. Ms. Sparks, who is also

long-time contributor to the by

ketball program, insists that

board will not cave in to pre

"We will not be intimidated

"The whole country is we

PEOPLE IN

ATHLETICS

of the division of health and ki at Sam Houston State U. has his dutles as director, effective Days Doloh, football coach at Mon

College, also to athletics dis William Enockson, athletics Morningside College, to speci

to the president.

Biti Maniove, athletics director at

College, to football coach at

fessor of physics at Luther

Valley College.

David T. Nelson, athletes di

bullied by people outside the

tution who have no interest

soever in the academic proj

UNLY," Ms. Sparks said.

from basketball fanatics.

some other places."

such a decision were to

"To let a coach depose a univer

lege-sports issues.

Mr. Tarkanian.

Showdown Between Coach and President Splits Las Vegas Campus

Continued From Preceding Page flashiness and bluster of Las Vegas, they say, the issues at its core exist anyplace where there's a very powerful coach. Such coaches are not in short supply, they note.

While many administrators, professors, students, and others at UNLY recognize the national implications of the conflict, they have more personal concerns, as well.

Students worry that the infighting will diminish the value of their degrees. Faculty members are tired of having UNI.v's growth and slowly improving academic standing overshadowed by the constant noise about basketball. Just about everyone is dreading the next outlandish statement or damaging allegation and wondering: When will all this end? And what shape will the university be in after what Mr. Maxson calls "u fight for the soul of the institution"?

"This young institution is at a crossroads," the president said in an interview last week. "The citizens in this community are going to coaches viewed any kind of superhave to decide whether they want u serious institution or not. Or is it going to be what we've been accused of before: a basketball team with a university attached?"

Highest Percentage

If the soul of UNLY is at stake. Mr. Tarkanian and Mr. Maxson both see the devil in the other.

Mr. Tarkanlan's past is well documented. He took over the univer-

basketball history.

No one at UNLY denies that the basketball program has enticed Las Vegans to the university and spread its name nationally. But the teum has struggled as much off the court as it has thrived on it.

Rules violations, serious questions about the academic qualifications of his players, and Mr. Tarkanian's legendary legal battles with the National Collegiate Athletic Association plagued the program during the coach's first dozen years here. That was allowed to happen because the basketball program was an "island unto itself," beyond the reach of academic administrators, said Joseph (Andy) Fry, a professor of history here for over 15 years. "All the other presidents either were very close to the program, or it was somehow part of their undoing. The boosters and

visory authority as the enemy." Mr. Maxson and many of his supporters say they now believe that a confrontation with Mr. Tarkanian was inevitable from the day

'I knew very early on that business as usual in basketball was in conflict with the academic goals I had for this university," Mr. Max-

university finances.

\$3.7-Million Deficit Seen

among scholarship athletes."

Panel Criticizes Rice's Sports Program but Praises Its 'Integrity and Honesty'

Intercollegiate sports at Rice University have operated millions of dollars in the red in recent years and have lowered the institution's academic standards, according to a

In a report, however, the panel praised the sports program for its 'high integrity, honesty, and strict adherence" to the rules of both the university and the National Colle- try. giate Athletic Association.

It also said that academic standards and graduation rates for Rice athletes were "far higher" than those of other universities in Rice's athletic conference, and that the university's expenditures were "reasonable" for its level of com-

Consensus Hard to Reach

hard it is to come to a consensus," said King Walters, a physics professor who headed the panel. regularly admitted students. It said, in addition, that the panel

While the panel did not offer recommendations to a faculty committee that will review its report this month, it said it had considered options, including abandoning intercollegiate sports altogether or moving Rice to a level of competition in which no scholarships would be offered.

A year ago, Rice's president asked three professors, a universitive level or cutting stead the lawyer released the tape with the basketball program. Now ty trustee, a student, and an alumout intercollegiate sports altoto the media, and "Camscam," as she seems disappointed that Mr. the athletics program to student

gram in 1973 and made it a winner. A victory in his linal game last week gave him the highest winning percentage of any coach in college

the president arrived here in 1984.

The first major clash revolved

Evidence of a Blunder

said last week.

relieved to have it all end.

But Mr. Tarkanian says it has become clear to him now that university officials orchestrated the life, alumni affairs, academics, and events that undermined his program and forced his resignation. The request was prompted in He accuses the former interim athpart by widespread discussions on letics director, Dennis Finfrock, of leaking the Perry photographs to the campus about whether the university belonged in Division I-A of the newspaper. He says university the National Collegiate Athletic officials hired students to spy on Association—the highest level of the basketball program, and concompetition. With 2,800 undertends that Mr. Maxson asked UNLY graduates, Rice is the smallest Di- sports officials for Information that vision 1-A institution in the counwould do the coach in. He has provided no solid documentation for

But there is incontrovertible evi-The 140-page report provides a detailed financial picture of the athcials: October's clandestine videoletics program, including a projected \$3.7-million operating deficit this year. It notes, however, that taught by Tim Grgurich, Mr. Tar-Rice spends less on athletics than kanian's top assistant. most of the other institutions in its

UNLY officials say that Brad Booke, an assistant general counthe program can't be cleaned up. The panel found that while ad- sel for the university, ordered the "Athletics is a very emotional is- mission standards and graduation videotaping because he was con- have its say," said Warren W. rates for scholarship athletes had cerned by reports that the 13 bas- Burggren, who became chairman Improved over the last eight years, ketball players in the class were of the biology department in Januthey were still much lower than for practicing illegally before the start ary after 14 years at the University of the season. They say Mr. Booke of Massachusetts at Amherst. "It was frustrated by Mr. Grgurich's has decided, 'Let's not, by being was "particularly disturbed by the consistent denials that workouts disproportionately high incidence were taking place and fearful that rate of Honor Code violations any revelations of illegal practices

dent of UNLV's fund-raising founwould destroy a program already dation and one of Mr. Maxson's Bobby May, Rice's athletics di- under investigation for dozens of most prominent supporters, exrector, said that, over all, the re- charges. He showed the tape to pressed great confidence 18 port provided a positive look at Mr. Grgurich's lawyer, unity offi-months ago that unity's business cials say, hoping the evidence community would rally around Mr. He said that moving Rice to a would end the practices. But innessor of physics at Lunci announced his retirement as din fective August 31. Tom Shupe, athletics director at State U., has resigned. Richard Temburo, athletics director of Missouri at Columbia, has resigned. gether would not be viable alterna- Mr. Tarkanlan calls it, was born. Maxson's fans in the area have

without much dissent-that city is in his corner. sity's second-rate basketball pro- around the basketball program's mously condemned the videotap-"I had hoped there would be louder bell ringing," she said. "B: I think people who are educated

1987 recruitment of Lloyd Daniels, ing. that universities are about," says John Unrue, the senior vice-president and provost.

> Mr. Tarkanian claims the taping was part of a broader conspiracy to undermine him and his program. The final step of the smear campaign, he argues, was a report last month in the Review-Journal, which he blames on UNLY officials, that the Justice Department was investigating possible point shaving by players. Mr. Tarkanian vehemently denies the allegation and says he will not leave the university

"This young institution is at a crossroads. The citizens In this community are going to have to decide

an illiterate New York City play-

ground legend, which Mr. Tarkun-

ian calls "my biggest mistake." It

eventually led Mr. Maxson to re-

quest an NCAA investigation, and

that inquiry led the association to

charge UNLV with nearly 40 viola-

Last June, the Las Vegas Re-

view-Journal published photo-

graphs of three Rebel players with

Richard Perry, a man who'd been

convicted of fixing sporting events.

That damaging report spurred

new discussions about Mr. Tarkan-

ian's future. After weeks of negoti-

ing the tenured faculty position he

was given in his early years here.

The resolution seemed more har-

monious than anyone here could

have hoped for: Mr. Maxson would

get the chance to build the kind of

basketball program he wanted, and

Mr. Tarkanian seemed genuinely

"I really felt good about resign-

tions, which are still pending.

whether they want a serious institution or not."

ations, the coach and university of- until "the truth comes out" about ficials reached an agreement that how his program has been treated. would allow him to stay on through "If I stepped away, all this the 1991-92 season before retiring as basketball coach and relinquish-

would be swept under the carpet." Mr. Tarkanian said at a press conference at Piero's, a restmirant owned by one of his biggest boostgrum in creative writing here. ers. It looks like a shrine to UNLY basketball, with pictures of past players everywhere and a street sign that reads "Tarkanian Way."

Academic Progress Questioned

Mr. Tarkanian's plan to rescind his resignation cranked the intensiing at the time," Mr. Tarkanian ty here to a fever pitch. The coach's supporters were given time to air their grievances at a regents' meeting, where one booster suggested that the university's name should be changed to "Tark the Shark." T-shirts and bumper stickers proclaiming "Keep Tark/ Fire Maxson" are prevalent, and a song by the same name got heavy airplay on radio stations here last week. A report circulated by boosters questions UNLV's nendemic progress under Mr. Maxson and argues that UNLV's basketbull players graduate at a higher rate than other students. Campus officials say the data are faulty and show nothing of the kind.

Mr. Maxson's supporters have become energized, too. Staff memdence of a blunder by UNLV offi- bers held a pro-academics rally last month, and the faculty senate overtaping, through an air duct in the whelmingly adopted a resolution gymnasium, of a conditioning class expressing confidence in the president. This week the senate will debate a resolution urging UNLV to abandon basketball for two years if to see what we're going to

"The faculty has just started to passive, not be counted."

Elaine Wynn, the former presi-DEBRA'E; BLUM University officials have unanibeen so quiet in recent months, al-

Dispatch

Voters in Switzerland have rejected a proposed ban on mimals, but researchers there sny increasingly tight restrictions are causing an exodus of biomedical scientists from the country. In the referendum, 56 per cent of the voters rejected the ban, which had been introduced by unimalrights activists. Unlike a much harsher proposed ban that had been rejected five years ago, the latest would have tightened existing restrictions but allowed researchers. in many cases, to obtain special remission for their work. Still another proposed ban is expected to be put before voters by the end of next year under Switzerland's system of direct

Researchers say that the pressure from Switzerland's animal-rights activists has caused the country gradually to adopt the world's strictest controls on research involving live animals.

"The pharmaceuticul industry has already decided to move abroad," with its extensive animal emerimentation for the safety of new drugs, says Peter Autenried, director of animal resources ut the University Hospital of Zurich. "are probably taken a little at

He says administrative obstucles lo carrying out animal experiments in Switzerland mean that "ambitious researchers essentially will have to leave the country." The end result, be adds, will be a shift in Switzerland's respected research enterprise to such areas as averlebrate biology and

The growing restrictions "will really make biomedical research tuke different direction in witzerland," he says.

After threatening to strike if is demands for a salary increase were not met, the faculty union of the Autonomous University of Mexico, commonly called UNAM. accepted a relatively small increase at the 11th hour.

The Autonomous Association of Academic Personnel of UNAM had been seeking a 38-per-cent raise for its members. Instead it got a 13-percent raise plus a 3.5-per-cent deferred Increase.

lronically, the union had eviously rejected the very offer it ended up accepting, and had breatened to strike just one week liated and agreed to take the university's terms. Some ducators were not surprised at the turn of events, since the union was established by university

anthorities and its commitment to the instructors' interests is sometimes

Another possible factor in the decision to accept the 13-per-cent figure was that UNAM has still not raised student tuition, currently six cents a semester, although officials had announced they would do so (The Chronicle, January 8). The union had hoped that a tuition increase would be used to give manuclors a more substantial raise.

International



South Africa's President F.W. de Klerk: "Any effort to return to what has falled will be signing the death warrant of hope for you, the youth of South Africa."

South African Students Urged to Participate in Referendum on Dismantling Apartheid

By LINDA VERGNANI

CAPE TOWN South Africa's President F. W. de Klerk told students at the University of Stellenbosch last week that they would be deprived of a future if his government's moves toward a racially integrated democracy were abandoned.

"Any effort to return to what has failed will be signing the death warrant of hope for you, the youth of South Africa," the president told a gathering of 1,500 on the cumpus of the university that is known as "the intellectual home of Afrikanerdom."

Political and campus leaders who support the president as well as those who oppose his reforms are urging students in South Africa to play an active role in this month's referendum to determine whether the government should continue its efforts to dismantle apartheid.

Mr. de Klerk was given an enthusiastic reception at Stellenbosch as he began the first leg of a whirlwind campaign for a Yes vote in the whites-only referendum, Voters will be asked if they support "continuaaimed at a new constitution through negotiation." It is assumed here that any new constitution would include, among other things, provisions granting blacks political representation and the right to vote.

Warning of 'War and Terrorism'

A decisive victory by the right-wing Conservative Party in by-elections in the university town of Potchefstroom last month led Mr. de Klerk to stake his political future on the referendum. The president, whose National Party has controlled the government since 1948, has warned voters that they must support his reforms and a negotiated sharing of power with blacks or face a future of "war and terror-

ism." He has pledged to resign if the referendum fails.

Many academics here say that a No vote on March 17 would lead to a reinstatement of the academic boycott against South Africa, the withdrawal of foreign investment. and a resurgence of political violence.

"I'm sure that if white South Africa Continued on Page A37

U.S. Plans Fellowships for Graduate Students From Former U.S.S.R.

Congress backs program to aid 160 Benjamin Franklin Fellows

By PAUL DESRUISSEAUX

The prize was a fellowship for up to two years of graduate or professional study in the United States. Last week in Moscow, more than 1,000 young Russians turned out to pick up application forms on the first day they were available.

Next fall 160 successful applicants, all of them citizens of Russia or other former republics of the Soviet Union, will be on U.S. campuses as members of the first class of Benjamin Franklin Pellows.

The details of the program, which has won \$7-million in support from Congress for each of its first two years, were announced here by the United States Information Agency, which is coordinating the project.

The fellowships will be awarded for graduate study in business administration, economics, law, and public administration. A candidate must be under 40 years of age, a college graduate, fluent in English, and a citizen of Armenia, Azerbaijan, Bclarus, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Russia. Tajikistan, Turkmenistan, Ukraine, or Uzbekistan. All 15 countries will be represented in the program, as the fellowships will be distributed across the region and among the four fields of study.

The program was made possible by legislation sponsored by Sen. George Mitchell, Democrat of Maine, and other members of Congress and incorporated in the

Continued on Following Page

Students Step Up Their Efforts in the Fight to Lift Ireland's Laws Against Abortion

By JOHN WALSHE

Student groups in Ireland have stepped up their campaign against laws that prohibit abortion and the distribution of information about it.

The students took their protest to the streets last month when a judge issued an injunction preventing a 14-year-old girl, who said she had been raped, from traveling to England to have an abortion.

Maxine Brady, who is president of the Union of Students in Ireland, said when the injunction was announced, manypregnant women had sought advice from her organization. "They were worried that they might be prevented from leaving the country as well," she said. The student group contends that pregnant women should be given access to information about abortion.

Clause Added to Constitution

The Supreme Court, Ireland's highest legal authority, has told student organizations that they cannot provide information about abortion-not even the telephone numbers of abortion clinics In Britain.

Abortion has been against the law here

since a clause was added to the Constitution in 1983 that asserted the "right to life , of the unborn."

Last month, however, one judge's interpretation of the law led him to declare the

ireland's Supreme Court has told student organizations that they cannot provide

Information about abortionnot even the phone numbers of abortion clinics in Britain.

14-year-old girl should not be allowed to leave the country for the purpose of having ->an abortion.

Estimates by the Union of Students and other groups here indicate that more than 4.000 Irish women a year go to England for abortions, and the law usually turns a blind eye. In the case of the 14-year-old, however, the police were first consulted by the girl's parents, who wanted to know if tis-

Continued on Following Page



U.S. Will Award

New Fellowships

vidson, a professor of Russian at

15 countries.

Canada to Dismantle Science Council and Other Advisory Agencies

By JENNIFER LEWINGTON

The government of Prime Minister Brian Mulroney has stunned higher education with its announcement that the Science Council of Canada and a score of other independent advisory agencies will be dismantled as a costsaving measure.

The surprise news was included in the federal budget, released last month. The budget also included a long-expected measure to crack down on university gradnates who default on repayment of their student loans.

The elimination of the advisory agencies has strong political overtones. With an election expeeted next year, the Conservative Party government appeared to be reacting to the right-wing Reform Party, a staunch critic of big government. Moreover, the agencies, government financed but politically independent, were among Ottawa's peskiest critics.

With a \$3-million (Canadian) budget, the Science Council has offered advice on a wide range of public-policy issues affecting science and technology in the country, from new school curricula to industrial innovation. The council regularly needled Ottawa for its lukewarm support for research and development.

Canadian universities are fightsome research-oriented institu- universities, industry, and the

TORONTO Council will not disappear.

'It's going to be a challenge to universities" to keep the council going, says McMaster University President Geraldine Kenney-Wallace of the behind-the-scenes campaign to save the agency. Ms. Kenney-Wallace, a former chairman of the Science Council, says something needs to happen "in the next few weeks" if the agency-or something like it-is to have a future.

"We need to do something new and innovative," she says, and suggests a model along the lines of the U.S. Office of Technology some "strategic intelligence" for

Brookings Is Possible Model

Currently, no Canadian university is a leader in science-policy research. Without the Science Council, Canada would lose its only independent science and technology policy adviser. The council's present chairman, Janet Halliwell, is promoting the idea of a not-for-profit research institute, supported by industry and the provinces. She cites the Brookings Institution in Washington as a possible model.

If efforts to save the Science Council as no independent entity succeed, the organization may ing the government's plan and, if test the willingness and ability of

tions have their way, the Science provinces to collaborate in an era of scarce resources.

The federal budget also introduced a measure to crack down on university graduates who default on their government loans. In the future, the government will seize the income-tax refunds owed to graduates and apply the money to the outstanding balance on their student loans. Now about one in every five studentloan recipients fails to pay back loans under the federal program.

Among other steps to raise revenue, the government will charge higher interest on student loans and compute interest from the Assessment that would provide day of graduation instead of six

> Students did receive one piece of good news: The government has decided to eliminate a 3-percent tax on student loans. But federal cash-transfer payments to the provinces for postsecondary education remain frozen, leaving about \$250-million less in 1992-93 for support of higher education.

The fallout from recent provincial cutbacks is now being felt by would-be university students in Ontario. According to data collected across the province, which is home to the largest student population in Canada, more highinces when statistics on applica- trol spending.

tions are released over the next

Applications from Ontario high-school students rose 2.5 per cent this year, to 57,000, with demand from adults and transfer students up 6.5 per cent, according to the Ontario Universities Application Center.

Fewer First-Year Places

The 16 Ontario universities predict they will have some 3,000 to 4,000 fewer first-year places next fall, and they put the blame on the provincial government for not providing enough financial support. The University of Toronto will admit 12 per cent fewer students next year, compared with cuts of 10 and 16 per cent at the University of Waterloo and Wilfred Laurier University.

"The impact of the recent government funding announcement of only a 1-per-cent increase in operating grants is that the reduced intake has to be maintained for the fall of 1992," said Leonard Conolly, associate vice-president of the University of Guelph. where first-year enrollment will be cut by 20 per cent.

Richard Allen, Ontario's Minister of Colleges and Universities, discounts the institutions' school graduates will compete for dire predictions. The universities fewer first-year places in higher and the minister have been spareducation this year. The trend is ring for months over the impact of expected to be seen in other prov- the government's efforts to con-

Students Step Up Their Efforts to Lift Ireland's Laws Against Abortion

Continued From Preceding Page sue from the aborted fetus could be used in any legal proceedings ugainst the alleged rapist. Local prosecutors were called in, and the judge was asked to issue a ruling.

The injunction caused an uproar, and students here were among the first to protest the decision. There were demonstrations and scuffles outside Leinster House, the seat of Parliament, Fortunately, from the government's viewpoint, the Supreme Court overturned the lower court's ruling, and the girl was allowed to leave the country.

The injunction has brought the issue of abortion back onto the political agenda in a way that antiabortion groups had not wanted. As a result of the case, a few elected officials are now even saying that abortion facilities should be made available in certain circumstances, such as rape.

The Roman Catholic Church here remains resolutely opposed to op Desmond Connell of Dublin said last month that the legalization of abortion in many countries was abortion to women who seek it. like to see them go. The Society for have backed an information policy democracy's equivalent of the corMs. Brady, who is a single parent, the Protection of Unborn Children
time and time again." She said she ruption of power as seen under Nazl and Communist rule.

Campaign for Repeal

The outrage sparked by the injunction has led student and other groups to join forces in an attempt to repeal the 1983 amendment.

Ms. Brady of the Union of Students in Ireland said her group was sary. continuing to provide advice about



abortion for any reason. Archbish- Students take to the streets of Dublin to demonstrate against irish laws prohibiting abortion and the distribution of information about abortion.

baby murderer"-because of her eral times to try to get it to stop would reaffirm that policy. organization's view and her own distributing information about belief that pregnant women should abortion. The students probably prepared to go to prison if neces-

One anti-abortion group would'

about abortion Said Ms. Brady: "Our members

said she was used to getting hate already has hauled the Union of was confident that delegates to Iremail—some of it addressed to "the Students of Ireland into court sev- land's annual student congress

The students also are now involved in a separate campaign to have access to information about will be back in court here soon, as make condom-vending machines abortion. She said students in- the society says it will seek a per- available in bars and discos in Irevolved in her group's efforts were manent injunction restraining them land. The sale of condoms is now from distributing any information about abortion abortion about abortion abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion about abortion abortion abortion about abortion about abortion abortion ab and sales through vending machines are prohibited.

And several cities in the region, which applications can be obtal in person or requested by for Graduate Work - Jor relephone. heach of the four areas of Continued From Preceding Pace i, fellowships will be awarded Foreign Relations Authorization

moyear courses of study lead-Act for 1992-93. The legislation's 1:10 s degree, and for one-year, adegree programs. All fellownurpose is to support the economic and democratic development of the rewill include an 8- to 12-week emship with an academic or "This represents an intelligen: investment on the part of the U.S. Adome to the United States on J in building democratic institution wothat will be good only for the in the whole region," said Dan De

and up student-counseling of-

Bryn Mawr College and executive Isoiding a Brain Drain

en of their fellowship.

director of the American Council Adeline C. O'Connell, chief of of Teachers of Russian/America trousa academic-exchanges divi-Council for Collaboration in Edit 150, under which the new program cation and Language Study. The full operate, said the visu restricgroup is one of four U.S. academ Lies would overcome any conic-exchange organizations selected to the program would conto administer the program. The bouleto a brain drain from Russia others are the Institute of Interna Calother former Soviet republics. The program is designed to and the economic and demorais reform in those countries," rsid, "and as with all our exnes, including the Fulbright teram, participants are required

in building democratic

Institutions in the

intelligent Investment on

whole region."

"This represents an

the part of the U.S.

Research and Exchanges Bout the reaction of the rest of the and the Soros Foundation.

"Franklin Fellows will bir than in the recent past," said Robback to their home countries bearlion, vice-chancellor of the benefits of the latest America acally open University of the Wittraining," added Mr. Davidse waterstand. "Many will assume leaders" "I would expect our academic roles upon their return home, a bolation to be reinforced." he saldfuture policy makers in local and the universities will suffer national governments, educated inquality very seriously."

and the emerging private sector.

Mr. Davidson said he expected light-Wing Campaigns Mr. Davidson said he expense there would be 20,000 applicate to some Afrikaans-language for the 160 fellowships, and about expenses, which until recently 2,000 would be asked to submit the had an almost exclusively academic and English-language the enrollment, right-wing contesting. Franklin Fellows will be an almost exclusively academic excellence, and person the providence of the passis of test score. The providence of the providence of the passis of test score. The providence of the passis of test score. The providence of the passis of test score. The providence of the passis of test score. The providence of the passis of test score. The providence of the passis of test score. interviews. Mr. Davidson's organ We have been overwhelmed zation is the principal administration people wanting to help and tor of the program and, with 115 is responsible for all on-site reco liam Fulbright Foreign Scholarship Board will oversee the program

'Free and Open Competition'

disciplines and contrib lowships, he said, "may be the for lowships, he said. Illay academ Mr. Clarke said the clauses selection process in the territorist and have given him only "redoes not pass all its stages in Parlia-

U.S. Ambassador Robert Strate Wording eventually was call the election by July at the latstressed how the winners would stressed how the winners open companies and open companies but requiring the governance of his happing the powers but requiring an election next month. selected in "a tree and or of in the submit its planned actions to a petition." Local reports a many the in Parliament before they can the Library of Foreign Literalut when applications became aver the Clarke agreed to the revi-

added, were the "first major U.S. government education effort in the former Soviet Union." While some graduate students had come to the United States under the Fulbright program, the numbers were never very large-only two did so in 1990, for example.

Ms. O'Connell said the USIA prepared the use the full \$7-million

Pamela Snyder, administrator of the fellowships at the American Council of Teachers of Russian, said the program would hold benefits even for those not selected, "Approximately 10 candidates will he tested and interviewed for each fellowship," she said, "and the process may provide even unsuccessful candidates useful experience which may contribute to their applications to other programs."

in running the program to go back home, where they can nut to use what they've learned."

The Franklin Fellowships, she

honed that American universities as well as other U.S. organizations and businesses would help support the program through tuition waivers and internships. "We're hoping this will augment and enhance the program," she said. "But we are

authorized for this year and next."

Australia Plans Big Expansion in Vocational Training

vocational training.

Australia's TAFE system is the uention sectors and now enrolls

and technological diplomas and MELBOURNE, certificates. But TALE colleges are The Australian government will a state responsibility, and they spend \$750-million (U.S.) over the have been left behind in the huge next three years on postsecondary expansion of the federally supporteducation and training programs to ed higher-education system over create an extra 120,000 places for the past 10 years.

The plan was announced by the Prime Minister, Paul Keating, as part of an ambitious \$1.7-billion spending package to try to revive the nation's ailing economy.

By GEOFFREY MASLEN

Mr. Keating said the federal government would take over full financing of "technical and further education"-known here as TAFE -from the states to create an expanded system of vocational-education institutes. The plan represents a shift in government emphasis away from higher education to what the Prime Minister called "the weak reed" of technical and

larger of the two postsecondary ed- Australian Prime Minister Paul Keating has announced a nearly a million students. It pro- \$1.7-billion plan to revive vides para-professional, technical, the nation's alling economy.

Mr. Kenting said the federal gov- . ernment would allocate more than

\$525-million between 1993 to 1995 to upgrade the technical and further education system and insure a sustained increase in student participation. An immediate infusion of about \$30-million would create an additional 10,000 vocas tional-training places starting in

Severe Overcrowding

An extrac\$15-million would be allocated to new construction at universities over the next 12 months. to be matched by \$20-million from the institutions themselves. Most universities experienced severe avercrowding last year and have had to cut back on enrollment this year despite a huge surge in student

Under the new plans, state and " territory governments will retain responsibility for TAFF management and administration, while the federal government will take over the control and financial support

bouth African Students Urged to Participate in Referendum on Abolishing Apartheid particularly proud of a carnival affirmative action on the campus four Conservative Party support-

support us," said Anre Vorster, a ams its back, in this referendum. University of Pretoria student and a regotiating its way out of apart-

beid and into a democratic future. world will be even more extreme

chairman of the campus branch of the Conservative Party, "Our organization on campus is much better than the National Party's." Based on a survey of residents of

campus dormitories, Mr. Vorster said he believed that of Pretoria's students who had made up their mind on the question, about 55 per cent supported the National Party and 45 per cent the Conservative Party. However, a substantial number are still undecided.

Mr. Vorster was among about 40 University of Pretoria students who went to Potchefstroom last month to help campaign for the Conservative Party. He said students had campaigned house to house in the region and played a critical role in the Conservatives'

victory there.

outside a Potchefstroom polling crous." place, showing the Convention for a Democratic South Africa as a power, Mr. Vorster said, blacks ferred to here as codesa, is the multiparty forum in which South

Threat of 'Chaos' Scen

Mr. Vorster said he believed President de Klerk's education policies would cause "chaos," and that integration at schools and universities already had led to a lowering of standards.

As an example, he cited the decision by the University of Pretoria medical faculty to reserve 20 places for black students this year, "regardless of whether there are white students who have better grades than them. There is so much Two weeks ago, he said, he saw

float they built, which was parked that in the end it's almost ludi-If the Conservatives came to

Frankenstein. The convention, re- would no longer be admitted to the University of Pretoria Graham Maitland, a fourth-year

Africa's political future is being ne-student at Pretoria who cannot vote in the coming referendum because he is black, said the mood on the campus was tense.

"There's basically a type of cold war between the Conservative Party and the National Party," he said, "with lots of pumphlets and a Yes for de Klerk, but a Yes for counter pumphlets brought out by

Mr. Maitland said he was distressed by the racist remarks he had heard on the campus since the referendum was called. He also said he feared racial violence might be one outcome of the election.

ers "walking openly with guns on the campus, in front of the li-

Mr. Maitland is a member of the non-rucial South African Students Cangress, whose officers were. scheduled to meet last week to draft a statement on the group's position on the appropriate referen-

Mr. Maitland, however, said he personally would encourage students who were eligible to votewhite students-to vote Yes. "Not CODESA and a Yes for negotia-

tions," he said. Jaco Boonzaaier, president of the Central Students Council at Potchefstroom University for Christian Higher Education, said the council had decided against taking an official stand on the referendum because its members had not been elected on political plat-

A theology student, Mr. Boonznuier said he would personally vote Yes because he believed the reform process was irreversible. "I think the time has come to encourage everyone to partake in negotiations and try to form a settlement." he said. He added that his personal religious convictions required him to support the reform process, "I firmly believe the solution for South Africa," he said, "is not based on party politics but in the love of Christ.

most members of his council would also vote Yes, mainly because they . ***were concerned with issues like the ability of the country's athletes and teams to compete in international sporting events and foreign invest-

"Foreign countries will with.

ing, interviewing, testing, and of English Universities Fend Off Effort to Give Education Secretary More Power entation of candidates. The I. W. English Universities Fend Off Effort to Give Education Secretary More Power By DAVID WALKER

University leaders in Britain

Free and Open Competition at fought Education Secretary

Mr. Davidson said the existence of the program would "stimulate to a draw over two of the program would "stimulate to a draw over two of the program would "stimulate to a draw over two of the program would stimulate to a draw over two of the program would among individual to an interest to a number of the program and institutions in all the affected and inspecdented power to inspect to the interest of the program and institutions in the interest of the program and institutions in the interest of two programs are former university of the program of the progra in the internal academic professors. disciplines and common Thefe ad financial affairs of individual

of the former Soviet Union."

At a press conference in More powers and were needed to cow to announce the new program while finds, "

The powers and were needed to ment by the time a general election is held.

LONDON Secretary Clarke said the clauses would have given him

Mr. Clarke's action was taken in order to get his bill through Parliament on schedule. A bill dies if it

upon, giving the governest, but he is now thought to favor
that are "too long."

Control Over Entire Budget

able March 2. More many discretance lobying by dents picked up forms and information about the program that day, tion about the program that day, the upper branch the exchange organizations, the upper branch many of whose the entire to the university system as the univer Manager of whose budget of individual universities. cy, the Universities Funding Coun-

endowment.

ernment specific powers to instruct needs such authority in the event

Up to now the government has fairs of individual institutions; its authority and powers have related

The other clause gives the govuniversities to reduce the length of ual institutions "not only on what degree programs. Government of- to spend their money and how to ficials say the Education Secretary keep their accounts, but how and universities offer degree programs research."

contained in a general-purpose to the university system as a ed Mr. Clarke's promise that he

cil, which was established by the government to insulate higher education from political pressure.

A funner rector of Imperial College at the University of London. Lord Flowers, led the fight against the provisions in the House of Lords.

as originally worded would have given the Education Secretary complete authority to tell individwhat to teach and on what to do

Government officials tried to defuse the issue by stressing that the had no direct control over the afused "only in dire circumstances." Lord Flowers, however, reject- ment in South Africa.

Fears About Foreign Relations Mr. Boonzaaier said he thought



Coming Events

Continued From Preceding Page 18: Minorition, "Student-College Interview Session," Southeastern Regional Office of National Schobaship Service and Fund for Negro Students, Sheriton Und-and Towers, Buston, Contact, State and Towers, Boston, Control: 51-80-NSSPNS, (404) 577-3990.

18-19: Teaching, "Teaching Thinking and Problem Solving," ventingr. Kansas State University, Deriver, Contact: Center for Paculty Eviduation and Develop-ment, (800) 255-2757 or (913) 532-5970, fax (913) 532-5637.

18-20: Adolescents. "The Troubled Adolescent: the Nation's Concern and its Response," conference. University of Wisconsin-Stout and other sponsors. San Antonio, Tex. Contact: Kim R. Falk, (715) 232-2693, (800) 45-srout, fax (715)

18-20: Non-traditional education. "Smellites and Education," conference, West Chester University, West Chester, Pa. Contact: Nancy McIntyre, (215) 436-

18-20: Personnel. "Pre-Professional Tencher Interview Seminar," SSI Gallup, Lincoln, Neb. Contact: Cheryl T. Beam-er, (800) 288-8592 or (402) 489-9800.

er, (2011) 288-8592 (if (402) 487-9000. 18-21: Disabilities and technology. "Technology and Persons With Disabilities," conference. California State University at Northridge, Lus Angeles Airport Marriott Hotel, Los Angeles, Contact: Harry J. Murphy, 1818) 885-2578, fix (818) 885-

18-21: Political science and sociology. "1492-1492: New Worlds, New Direc-tions, and New Challenges," joint annual meeting. Southwestern Political Science Association and Southwestern Sociologi-cal Association, Hyati Regency Hotel, Austin, Tex. Contact: If. Paul Chalfant,

18-21: Popular culture. Annual meeting, Popular Culture Association, Louisville.

Ky. Contact: (419) 372-7861. 18-22: Higher advoation. "Educating for 13-22 right education. Educating for the 21st Century." annual meeting. Na-tional Association for Equal Opportunity in Higher Education, Washington Hilton Hotel, Washington. Contact: NAFEO. (202) 543-9111.

19: Education. "Addressing New Chal-lenges for Business in Education Reform: Responding to National and Local Initia-tives," conference, Conference Board, Felrmont Hotel, Chicago, Contact: Con-ference Board, 1212) 759-0900, fax (212)

18: Fund relaing. "How to Develop a Suc-cessful Planned-Giving Program," semi-nar, Nova University, Fort Lauderdate. Flu. Contact: Nova University, Office of Continuing Education, 201 Mailman-Hol-

lywood Bailding, 3301 College Avenue, Fort Lauderdale, Fla. 33314.

19: Teacher education, "Educating Teachers for America 2000: a Challenge to Higher Education," teleconference, Community College Satellite Network, Control, Edge, Limenay, (202) 278-2812 Contact: Edgar Jimenez, (202) 728-0212 19-20: Academic advising. Regional conference. National Academic Advising Association, Peopin, III. Contact: Rob Bentain or Ray Zarvell. (109) 677-2420. 19-20: Academic advising, Regional confer-ence. National Academic Advising Asso-

ence, National Academic Advising Asso-ciation, Saratoga Springs, N.Y. Contact: Greg Hall, (617) 891-2147. 19-20: Business officers. "Budgeting for Academic and Student-Services Personnel." workshop, National Association of College and University Business Officers. St. Louis. Contact: NACURE (202) 861-2520.

19-21: English. "Contexts, Cummunities and Constraints: Sites of Composing and Communicating," conference on college composition and communication, Nationul Council at Teachers of English, Cincin-nati. Contact: NCTE. (217) 328-3870.

19-21: International studies. "Europe 1992: Challenges of Change," confer ence, East Curolina University, Green ville, N.C. Contact: Martin Schwartz Department of Foreign Languages and Literature, East Carolina University Greenville, N.C. 27858-4353,

19-21: Rural areas. "Progressive Tradition: Reaping the Benefits of Rural Edu cation." conference. American Counc cation, conference, American Councu on Rural Special Education and National Rural and Small Schools Consorlium, Little Anjerica Hotel and Towers, Snit Lake City, Contact: Kuy S. Bull, (405)

744-6036, fax (405) 744-6756, 19-21; Students. Annual conference on airisk students. Georgia Southern Unive aity and Southern Association of Colleges and Schools, Hynt Regency Hotel, Savannah, Ga. Contact: John W. Miller, (912) 681-5648.

1912) (N1-3048.

19-22: Health administration. Annual meeting, Association of University Programs in Health Administration, Omni Shureliam Hotel, Wushington. Connect: AU-PIIA, (703) 524-5500.

19-22: Philosophy. Meeting, Association for Symbolic Logic, Duke University, Durham, N.C. Connect: Angelika Langen, Mathematics Department, Duke University, Durham, N.C. 27706. 20: Art education, "Alternative and Innovative Methods and Media," conference

for art educators. Edinboro University Edinboro, Pa. Contact: Connie Mullin eaux. (814) 732-2406.

caux. (514) 732-2406.
20: Education. "Men and Women: Issues of Gender and Sexuality." conference, Association for Humanistic Education and Development, St. John's University, Jamaica, N.Y. Contact: Andre McKenzie, (718) 990-1271

(718) 990-1371.
201 Fund raising. "CASE Study of a Total Development Effort at a Two-Year Insti-Development Effort at a Two-Year Insti-tution," workshop, Council for Advance-ment and Support of Education, Harris-burg Area Community College. Harris-burg, Pa. Contact: (202) 328-5900. 20: Japanese philanthropy. "Japan at the American Grassroots," conference on

Japanese philanthropy, Corporate Philanthropy Report, Stanford, Cal. Con-

tunihropy Report, Stanford, Cal. Contact: Jenny Warwick, (206) 339-0422.

20: Minorities. "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students. Park Plaza Inn, New Haven, Conn. Contact: (404) 577-3990.

PUBLIC NOTICE

National Board for Professional Teaching Standards

Seeks Proposals for Creation of Multi-Field

Assessment Development Laboratories (ADLs)

The National Board for Professional Teaching Standards (NBPTS) seeks proposals to its (RFP) #6. Proposals are sought from colleges, universities and state and local education agencies, along with other public and private agencies, organizations, groups and individuals for creation of the Multi-Field Assessment Development Laboratories (ADLs) to develop and field test assessment instruments, procedures and supporting materials for National Board certificates of accomplished teaching in the following fields:

Adolescence and Young Adulthood/Math
 Early Adolescence/Social Studies
 Adolescence and Young Adulthood/Social Studies
 Adolescence and Young Adulthood/Social Studies
 Middle Childhood/English Language Arts, and
 Adolescence and Young Adulthood/English Language Arts.

Individuals interested in submitting a proposal in response to RFP #6 should contact:

Notional Board for Professional Teaching Standards RFP #6 1320 18th Street, N.W., Suite 401 Washington, D.C. 20036

A bidder's conference will be held at 11 a.m. on Thursday, March 19, in the conference room of NBPTS, located on the 5th floor of 1320 18th Street, N.W., Washington, DC 20036.

Early Childhood/Generalist
 Middle Childhood/Generalist
 Early Adolescence/Science
 Adolescence and Young Adults

Adolescence and Young Adulthood/Science
 Early Adolescence Math
 Adolescence and Young Adulthood/Science

Proposals must be received by 5 p.m., Monday, May 4, 1992,

231-4564.

20-22: Reading. "The Practice and Representation of Reading in Britain: From the 14th to the 19th Century." international conference, Cambridge University, Cambridge, England. Contact: Cambridge Project for the Book, Malting House, Newnham Road, Cambridge CB3 9EY, England; (0223) 311066. REQUESTS FOR PROPOSALS

20-22: Walt Whitman, "Walt Whitman Fac-ing West: a Symposium on the Death of the Poet," California State University, the Poet, California State University, Fresno, Cal. Contact: Jerome Loving, (209) 278-7082, fax (209) 278-2006.

221. Geolinguistics. Meeting. American Society of Geolinguistics, Columbia University, Naw York. Contact: Jesse Levitt, 485 Brooklawn Avenue, Fairfield, Conn. 66432.

Conn. 06432.

221 Admissions. College fair, National Association of College Admission Counselors, Indianapolis Convention Center, Indianapolis. Contact: (703) 836-2222, fax (703) 836-8015.

(703) 836-8015.

22) Personnel. "Maximizing Siaff Development and Training While Minimizing Costs." professional-development program, College and University Personnel Association, Back Bay Hillion Hotel, Boston. Contact: Lucia Cretella or Karen Simon, (202) 429-0311, ext. 6.

22-24: Pund ralaing. "The Magic Relationship: Making the Non-Profit Profitable." seminar, Institute for Charitable Giving

seminar, Institute for Charitable Giving, Denver Marriott-City Center Hotel, Denver. Contact: 1CG. (312) 222-9757.

ver. Contact: rcg. (312) 222-9757.

22-24: Higher education. Annual meeting of the Commission on Institutions of Higher Education, North Central Association, Hyatt Regency Hotel, Chicago. Contact: Susan Van Kollenburg. North Central Association, 159 North Dearborn Street, Chicago 60601.

22-25: Conferences and events. Conference for college and university conference and events managers, Association of Conference and Events Directors International, Orlando, Fla. Contact: Ronna Love. (303) 491-5151.

22-27: Continuing education, "Leadership

Ronna Love, (303) 491-5151,
22-271 Continuing aducation, "Leadership
institute for Continuing Professional Education," Harvard University and Pennsylvania State University, Cambridge,
Mass. Contact: (617) 495-3572,
23: Student-auccess courses. One-day
sominar on student-success courses, College Survival Inc., Detroit, Contact: CS1,
(800) 528-8323, fax (605) 343-7553,
22-24! Higher aducation, "Assessment and

23-24: Higher education. "Assessment and Curriculum Reform," conference, George Mason University, Virginia Beach, Contact: (703) 993-2090.

20: Testing. "Improving College Testing." seminar. Kunsus State University. Denand Grandparents Programs: Creating Special Link," workshop. Council for Advancement and Support of Education ver. Contact: Center for Faculty Evalua non and Development, (800) 255-2757 of (913) 532-5970, fax (913) 532-5637.

Omni Bilimore Hotel, Providence, R.1 Contact: CAST, (202) 328-5900. 20: World's Fairs. Symposium on World's Fairs. Smithsonian Institution. Washing 23-24: Institutional advancement, "Special Events That Work," workshop, Council ton. Contact: World's Fairs Symposium for Advancement and Support of Educa-tion, J. W. Murriott Hotel, Atlanta. Con-Smithsonian Institution Libraries, Nun 24817, auc. 154, Smithsonian Institution, Washington 20560.

March 1992

SMTWTFS

1 2 3 4 5 6 7

8 9 10 11 12 13 14

15 16 17 18 19 20 21

22 23 24 25 26 27 28

20-21: Assessment. "Documenting Educational Effectiveness: a Values-Based Ap

proach Linking Vision and Assessment, workshop, Marian College, Hyatt-Reger

ev Hotel, Chicago, Contact: Internation

al Values Institute, (414) 923-8140, fa: (414) 921-8228.

(414 921-8228.

20-21: Personnel. "A Complete and Innuvative Approach to the Employment Function for Smaller Colleges," professional-development program, College and University Personnel Association, Back Ray Hilton Hotel, Boston, Contact.

Lucia Cretella or Karen Simon, 1202) 429 0311, ext. 6.

20-21: Philosophy. "Power and Gender." conference, Radical Philosophy Associa-tion, Baltimore. Contact: Philosophy De-partment, Morgan State University, Bal-

20-21: Reading. "Reading the World: Mul-timedia and Multicultural Learning in To-day's Classrooms." conference. Clare-mont Graduate School, Claremont, Cul. Contact: Philip Dreyer, (714) 621-8287.

Contact: Philip Dreyer, (714) 621-8287.

20-21; Science writing. "Communications Institute for Biomedical Scientists: Strategies for Writing Research Articles."

University of Tennessee, Memphis. Contact: Barbara J. Kuyper, (901) 528-5432.

20-22; Film. "Film, Individualism, and Community," national conference, Sallsbury State University and Susquehanna University, Radisson Plaza Lord Baltimore Hotel, Baltimore, Contact: Ronald Dotterer, 1717) 372-4199.

20-22: Philosophy. "Six Objectors to Descartes' Six Meditations," conference, Virginia Polytechnic Institute and State University, Blacksburg, Va. Contact: Roger Artick or Marjorie Grene, (703) 231-4564.

timore 21239.

29 30 31

108, J. W. Mitriott Hotel, Allanda, Chilact: CASE, (202) 328-5900.

23-25: Susiness officers. "Intermediate Fund Accounting." workshop, National Association of College and University Business Officers, Kansas City, Mo. Contact: NACURO, Professional Development Programmed, (202) 861-2529.

Contact: NACURO, Professional Development Department, (202) 861-2520.

23-27: Comentum. "Cumentum's Heritage and the Education of Man for the 21st Century: Conference on the 400th Anniversary of His Birth," Churles and Comenius Universities, Prague. Contact: Juseph F. Zacek, Department of History, State University of New York, Albany, N.Y. 12222.

24-25; Information, Spring meeting, Cunti-tion for Networked Information Task Force, Sheraton City Centre Hotel Washington, Contact: Juan Lippincott (202) 232-2466, fax (202) 462-7849.

24-26; Welding, Annual convention, American Welding Society, McCormick Place Eust. Chicago. Contact: AWS, 1305) 443-9353, fax (305) 443-7559.

25: Aratio. "Assembly on the Arctic." National Academy of Sciences and other sponsors. Washington. Contuct: (202) 334-2138.

Rochester Institute of Technology, Rochester, N.Y. Contact: David B. Suits, College of Liberal Arts, Ruchester Inst Technology, Rochester, N.Y. 14623-

25: Student-success courses. Onc-day seminar on student-success courses, Col-lege Survival Inc., Dallas, Contact: CSI, 2650 Jackson Boulevard, Rapid City. S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

25-27: Computers, "National Net '92: Advancing the Leading Edge," national conference, RDUCOM, Locus L'Enfunt Plaza Hotel, Washington, Contact: EDUCOM, (202) 872-4200, RIINET: NIT-

25-27: Drug abuse. "Alcohol Policy and Community Action: Agendas for To-day," national conference, National As-sociation for Public Health Policy, Sheraton Washington Hotel, Washington, Contact: Jo Lynn Reda, National Association of State Alcohol and Drug Abuse Directors, Suite 642, 444 North Capital Street, N.W., Washington 20001; (202) 783-6868. 25-27; Ethics and business. "The Ethics of Business in a Global Economy," conference, Council for Ethics in Economics, Columbus, Ohio. Contact: Paul M. Mi-nus, CEP, 125 East Broad Street, Colum-

bus. Ohio 43215. 25-27: Fund raining. "Workshop for Newcomery In Development," Conneil for Advancement and Support of Education, Forum Hotel, Chicago, Contact: (AS).

25-28: Philosophy, Pacific-division re-ing, American Philosophical Associate Scattle, Contact: Anila Silvers, Philo-Par Upper Montclair, N.J. Contact: Par D. McCormick, Director, Office (hyndional Assessment, Russ, Hall, phy Department, Sun Francisco Str. University, Sun Francisco Str. University, Sun Francisco v4132
25-29: Arts. Annual conference, International Conf 122. Monichir State College, Up-Mediclair, N.J. 07043; (201) 893-

Gazette

tional Association on the Fantastic neg-tronal Association on the Fantastic neg-Arts, Fort Landerdale, Pla. Conta-Donald Palumbo, English Departer-Shippensburg University, Shippensburg Pat. 17257; 4717) 532-1495 or 1717; 20 The State of English Annual spring conference, Usual Council of Teachers of English, Schoolson, Contact: NCTE, 1111 Kentakan Urbana, III. 61801; (217) 328-1.3 maker aducation. "Retrieving it Inction. Projecting a Future: Residen-tal Colleges in the 21st Century." inter-

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26: Disabilities. "The Americans With L. nbilities Act: Disabled People in re Workplace and the Supervisor's Ref. conference, Tri-University Conser. on Disability Policy, Sulfold Universe Boston, Connect: David Philips tal Colleges in the 21st Century, inter-ical conference on residential col-ical conference on residential col-ical conference on residential col-ical Missouri State University, partial Missouri State Universi-ty, Kirsylle, Mo. 63501; 1816) 785-4022, [A. Kirsylle, Mo. 63501; 1816) 785-4022. Boston, Contact: David Pfeiffer, Degament of Public Management, Suffoil L. Versity, Boston 02108-2770; (617):

in Ricksville, Mo. 035017 1010) 103-103-1050 in till 1875-4181.

1878 History. Conference on the history of Onistiantly. American Society of Clark History and American Catholic Honoral Association. Notre Dume, Ind. (1014). History Conference, Chishwill (1014). University of Notre Dame, 614 Reburgh Library, Notre Dame, Ind. 8.3 In.
26-27: Business and sducation, No.
Strategies in Educational Improves;
and Workforce Preparation, 22.
conference, National Association for dustry-Education Cooperation, Shere Inn. Buffalo, N.Y. Contact: MAIEC. Hendricks Boulevard, Buffalo, S.) 14226; 1716) 834-7047. 26-27: Higher education. "Cases, Cu.

M.28: Langston Hughes. "Lungston Habes: the Mon and the Writer," con-letere, Liscoln University and Nutional room Research, and Conversations Fathe Teaching/Learning Communication nnnial colloquium on undergraf...
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teuching and learning. Massachust.
Bay Community College, Welleslig
Hills. Mass. Contact: Elizabeth Factor. Followment for the Humanities, Lincoln Ushersity, Pa. Contact: (215) 932-8300, nt. 261. 22h Languagos, Annual meeting, South-seit Conference on Language Teaching, Renc Contact: Jan Herrera, 10724 Tun-ord, Northglenn, Colo. 80234; 1303) 452-Massachusetts Bay Community College 50 Oakland Street, Wellesley Hills, Min 02181; (617) 237-1100, ext. 146, fat fal

26-27: Institutional research. "State the Future: Professional Developments Institutional Research," forum, lodge cuton for Education In Journalism and Mas Communication, Stone Mountain, (a. Confact: Wallace B. Eberhard, De-Association for Institutional Reseat Nashville, Ind. Contact: Kent Grumble partment of Journalism, University of Georgia, Athens. Ga. 30602; (404) 542-Butler University, Indianapolis 420

303 or Grea Lisby, Department of Com-patientian, Georgia State University, Jamas 30303; (404) 651-3200.

20 #29: Pearl Buck. "The Pentl S. Huck Centennial Symposium: Building Bridges and Busen Ash and America." Rundolph-26-27: Ubrartes. "Funding and the Fig. of the Academic Library." springcode ence. New England Chapter of Associated the Company of the Compan University of New Hampshire, Duha N.H. Contact: Mickey Moskowiz, b rector, Emerson College Libray, N Macon Woman's College, Lynchburg Va. Connet: (804) 846-9689. Beacon Street, Boston 02116; (617) 128-28: Com conference of community colleges. National conference of community college Chair Addeny and Maricopa Community Colleges. Hyatt Regency Hotel, Phoenix. Contact Cary L. Filan, Executive Direc-

8670. BIT NET: MMOSKOWITZIKEMEN 26-27: Non-traditional education. "An Pathways to a Degree: Using Tedatingies to Open the College." works Annenberg/cps Project, Missist State University, Starkville. Miss. 6: tuct: Robert B. Leiter, Dean, Missist State University, P.O. Drawer 381, 5: traditional Confession of the Contact Gary L. Filan, Executive Director, RCCCA, Mesa Community College, 1833 West Southern Avenue, Mesa, Ariz. 18302; (602) 461-7304, fux 1602) 461-780b. 28-28: Personel, "Benefits Update." professional-development program, College and University Personnel Association. Onal Netherland Plaza Hotel, Cincinnati Contact: Lucia Cretella or Karen Simoa, Cupa, Sulte 503, 1233 21th Street, R.W. Washington 20036; (202) 429-0311, et d. 6. sissippi Stute, Miss. 39762-5247, it 325-3473.

26-28: Administration. "The Trick to Be n Chuir." unnual conference of com ty-college chairs and instructional cers. National Community College Aundemy, Phoenix. Confact: (602)

26-28: Aesthetics. Division merin 121-28: Science. "Physical Cosmology. American Society for Aesthelics. & robogium, National Academy of Sci-nets, Irvine, Cal. Contact; (202) 334-33 or Roberta Bernstein, (312) 702-Contact: 1914) 758-6822, ext. 270 26-28: Ass age: Text, Image, and History—a Con-der: Text, Image, and History—a Con-leace on the Historicity of Culture and its Technical Means of Production.

Texts A&M University, College Station.
Text Contact: Jeffrey N. Cox, Interdisci-plinary Group for Historical Literary Sady, Department of English, Texts A&M University, College Station, Tex-TRM; 1409) 845-3451.

*28. Higher advention. Tex-Engine the

Si Cultural studios. "Textual Technol-

783: 1409) 845-3451.

**A2h Higher education. "Re-Forming the Mais: Principles. Practices, and Politics." regional conference. Association of American Colleges, Chicago. Contact: Domas Jeavons, Associate Director of American Colleges, Chicago. The Mainess officers. "OMB A-133." workatop, Nalional Association of College and University Business Officers. Kansa City, Mo. Confact: NACUBO, Professional Development Department. Suite

Well Development Department, Suite 98. One Dupont Circle, Washington 1006; (202) 861-2520.

awic (202) 861-2520.

Res Business and philosophy. Meeting.
letrnational Society of Business. Ecutomics, and Ethics, Columbus, Ohio.
Contact: Richard De George, Philosophy
Perarment, University of Kansas, LawRec, Kan. 66045.

Reg. Kag. 66045.
Reg. Resilibes. "Resildence-Hall Safety ad Security," workshop. Association of College and University Housing Officers tel-Southwest. Minneapolis Marriott Hother Cawthon. Director of Residential Caesan. S.C. 28634-4075; (803) 656-226 Residential

283, "Machy development." Creating Cli284 Racity development. "Creating Cli285 Racity development." Workshop, Council
28 Independent Colleges, Portland, Ore.
Cottact: Mary Ann Rehnke, CIC. Suite
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26TH ANNUAL DUQUESNE UNIVERSITY HISTORY FORUM

on October 23-24, 1992 at the Campus of Duquesne University Pittsburgh, Pennsylvania, U.S.A.

Our main theme is: Collapse of Ideologies and Value Systems in the Modern World

A Comparative View of The "Eastern World" (Former USSR & Satellites) and

The "Western World" (USA & Western Europe)

PROPOSALS ARE NOT LIMITED TO OUR MAIN THEME! Complete Panels are Welcome! Send your proposals, with a short summary and a resumé to: Prof. S. B. Vardy, Director

Duquesne University History Forum Department of History, Duquesne University Pittsburgh, Pennsylvania 15282 Telephone: (412) 434-6470 FAX: (412) 434-5197

Our keynote speakers: Professor Michael Kammen, Cornell University

Professor Stephen Fischer-Galati, University of Colors

Music Society, Richmond, Va. Contact: CMS, 202 West Spruce Street, Missoula, Mont. 59802; 1406) 721-9616. 27-28: Philosophy, Meeting, West Virginia

Philosophical Society. Morgantown, W.Va. Contact: Fred Seddon, Philosophy Department, Wheeling Jesuit College, Wheeling, W.Vs. 26003.

lege, Wheeling, W.Va. 26003.

27-29: Interdisolplinary studios. "1492-1992: Columbus Rediscovered," symposium, Slippery Rock University, Slippery Rock, Pa. Contact: Hannah C. Zinni, Deputtment of Modern Languages and Cultures, Slippery Rock University, Slippery Rock, Pa. 16057; (412) 738-2402.

27-29: Philosophy, Meeting, American Cutholic Philosophkal Association, San Diego, Contact: Therese Druart, School of Philosophy, Catholic University of

of Philosophy, Catholic University of America, Washington 20064. 27-29: Sexual orientation and the media. "Constructions of Lesbian, Bisexual,
"Constructions of Lesbian, Bisexual,
Gay Identities in the Popular Medla,"
symposium, Swarthmore, Pa. Contact:
Doniel Smartt, Art Department, Swarth-

more College, 500 College Avenue, Swarthmore, Pu. 14081; (215) 328-8119. 27-29: Socio-7-29: Socio-economics. Annual conference, Society for the Advancement of So-

Psalms, "symposium, Marquette University, Milwaukee, Contact: Steven Taylor, (414) 288-6309. (414) 288-6309.

29-31: Business officers. "Forum on Right-sizing." National Association of College and University Business Officers, St. Louis. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

ver. Contact: Center for Critical Think-ing. Sonoma Stute University, Rohnert Park, Cal. 94923; (707) 664-2940.

28-29: Medleval studies. "Jewish-Chris-tlan Encounter in the Middle Ages: the

cio-Economics, University of California, Irvine, Cal. Contact: 5455, 714H Gelman Library, 2130 H Street, N.W., Washing-ton 20052; (202) 594-8167. ton 20052; (202) 994-8167.

27-29: Teaching. Workshops on teaching writing and thinking, litard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith. (914) 758-7484.

28: Adult education. "Adult Teaching Trends." conference, Northeastern University, Hoston. Contact: 1617) 437-2425.

28-29: Critical thinking. "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Thinking, Denver. Contact: Center for Critical Thinking. a Risser, Associate Professor of English. Onondaga Community College, Syra-cuse, N.Y. 13215; (315) 479-2424.

29-31: Fund raising. "Seize the Opportunity." seminar, Institute for Charlable Giving, Washington Marriott Hotel. Washington, Contact: 10.6, (312) 222-9757, fax (312) 222-9411. 29-April 1: Student personnal, Annual con-

ference, National Association of Student Personnel Administrators, Cincinnati, Contact: 1202) 265-7500. 30-31: Business ethics, "International Perspectives on Business Ethics," conference, Bentley College, Waltham, Mass. Contact: Judith Kumm, Center for Business

ness Ethics, (617) 891-3433. ness Ethics, (617) 891-3433.
30-31: Business and higher education.
"Delivering Education and Training to
Business and Industry," conference,
College Board, Washington, Confact:
Elena K. Morris, Conference Director,
Office of Adult Learning Services, College Board, 45 Culumbus Avenue, New
York 10023; (212) 713-8101.

28-31: Dovolopmental education. Annual Symposium on developmental education. New York College Learning Skills Association, Ellenville, N.Y. Contact Marks. Donna McKenna, 1990, 209 Comper Avenue, Upper Montclatr, N. J. 07043; (800) 882-8684 (c) (201) 783-4403.

30-April 1: Education, "Creating the Quali-

ty School," conference, University of Oklahoma, Norman, Okla, Contact: Ed-

Oklahoma, Normati, Okla, Conlact: Ed-ward Chance, Director, Center for the Study of Smalt/Rural Schools, Universi-ty of Oklahoma, 555 Constitution, Nor-man, Okla, 70037-10005; 1405; 125-1711. 30-31: Environment, "A Forum on Central Europe: an Environmental Research and Education Agenda for Urban Settlements and Sustainable Development," Associa-tion of Big 8 Universities, Kansas State University, Manhattan, Kan, Contact: (913) 532-5509 or 1800-432-8222.

(913) 532-5389 of 1869 432-8222.

10-April 1: Student loans, "Student-Loan Management and Collections," workshop, National Association of Callege and University Husiness Officers and National Association of Callege and University Husiness Officers and National Association of Callege and University Husiness Officers and National Association of Callege and Callege a tional Association of Student Financial Aid Administrators, 51. Louis, Comact: NACUBO, 12021 861-2520.

Continued on Following Page

CONFERENCES

The Twelfth Annual International Conference on

CRITICAL THINKING & EDUCATIONAL REFORM

Cultivating the reasoning mind: Teaching, Testing, Standards, and Assessment

Center for Critical Thinking & Moral Critique at Sonoma State University
August 9–12, 1992

"It simply will not do for our schools to produce a small elite to power our scientific establishment and a larger cadre of workers with basic skills to do rontine work. Millions of pounts around the world new have these same basic skills and are withing to work rwice as ong for as little as one-tenth our basic wages. To maintain and enhance our quality of life, we must develop a leading-edge economy based on workers who can think for a living. If skills are equal, in the long run wages will be too. This means we have to educate a vast mass of

people capable of thinking critically, croatively, and intuginal vely.

Donald Kennedy, President, Stanford University
in a letter sent to 3 1000 college and university presidents

"Thought and content are not antagonists but inseparable partners. There is no such thing at thinking about nothing. When we think about nothing we are not thinking. Thinking requires content, substance, something thought about. On the other hand, content is parasitic upon thinking, It is discovered, created, by thought, Analyzed, synthesized, by thought, Organized "transformed, by thought. Accepted, rejected, by thought. To teach content without regard for antique chinking is to prevent that content from Being transformed, in the mind of the student,

Richard W. Paul Crided Thinking: When Every Pettind Needs to Survive in a Rapidly Changing World

FEATURED SPEAKERS INCLUDE ---

RRUHARD W. PAUL. Director, Center for Critical Thinking: A Major Leader in the Critical Thinking Movement MICHAEL SCRIVEN

ORONGE HANFORD

MATTHEW LIPMAN

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SHARON BAHAN
ALAN SCHOENFELD
University of Manhoba; Author of Achieving Extraordinary Engle; Specialist in Critical Thinking in Mathematics
PERRY WEDDLE
GERALD NOSICH
JOHN CHAFFER
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MARK WEINSTEIN

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CO-Founder Critical Trinking Principles Specialist in Critical Trinking Across the College

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✓ For More Information Coll or Write: Center for Critical Thinking and Moral Critique Sonoma State University Rohnert Park, CA 94928 (707) 664-2940

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\$310 for 3 persons from the same intitudion
\$150 for each additional person

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Sonoma/Napa Wine Country of Northern California. near San Francisco.



Coming Events

Continued From Preceding Page 30-April 2: Computers. Symposium on par-allel processing. Association of Computing Machinery and other sponsors, Reverly Hills, Cal. Contact: Larry Cunter Computers Systems Approach Inc., Suite II, 1140 South Raymond Avenue, Fuller-ton, Cal. 92631; (714) 738-3414.

ton, Cal. 92611; (714) 738-4414.

30-April 3: Science education. Conference on science education. Gordon Research Conferences, Doubletree Hutel, Ventura. Cal. Contact: Gordon Research Center, University of Rhode (slund, Kingston, K.1. 02881-0801; (401) 783-4011 or (401) 783-4372. [as (401) 783-7644. (401) 783-3372, fax (401) 783-7644. 31-April 1: Student recruitment. "Recruit Invihe Adult Student." workshop, Com cil for Advancement and Support of Educution, Chicago, Contact: (202) 328-5900.

Into the 21st Century: Education, Emplayment. Diversity, and Partnerships." annual conference, see-Johs for Progress International, Dallas, Contact: Joe R. Champos or Daniela Kato, (214) 541-0616.

Deadlines

symbol (a) marks items that have not appeared in previous issues of

two-year fellowships under the Southern Community Partners Program, Contact:

Southern Community Partners Program, (919) 683-1840.

April 1: Engineering and government. Appilcations for participation in the American Society of Mechanical Engineers' Feder-Society of Mechanical Engineers reder-ul Government Fellowship Programs, in which fellows work with the stuff of a Congressional cummittee, U.S. Senatur or Representative, in the White House Office of Science and Technology Policy or in the U.S. Commerce Department's Technology Administration during 1992-93. Contact: Pamela Roznoy, 1202) 785-756, fax (202) 429-9417.

April 1: Adult education. Applications for fellowships for research on "Adult Learning, Assessment, and Reflection." Contact: Judy Remington, (518) 587-2100, ext. 287. and 1: Africa, Applications for short-terr

script Librarian. American Philosophien Society Library, (215) 440-3409. fellowships for research in West Africa. In any discipline. Contact: Sheri Price. Council of American Overseas Research April 15: Engineering and science. Applica

Centers, Suite 3123, 1100 Jefferson Drive, S.W., Washington 20560. April 1: Black studies, Applications for the

Letitia Woods Brown Graduate Fellow-ship in African-American History and

Culture. Contact: Graduate School of Arts and Sciences, George Washington

University, (202) 994-62111.
April 1: Humanities. Applications for fel

lowships for Spring 1993. Contact: Virginia Center for the Humanities, (804)

dents in the humanities or social sciences

who are interested in enteers as archivists

or librarians in special-collections re-search libraries. Contact: Beth Carroll

Horrocks, Assistant Librarian and Muni

1/kaser. Colorado Wumen's College S. Denver 80220; (303) 871-6866. In 1882 Experiential learning. Applications In 1882 Experiential learning. Applications doctoral research associateships a residence at federal agencies of research stitutions. Contact: Associateships and Engineering Personnel, Nationally, and Engineering Personnel, Nationally, search Council, 2101 Constitution Anac., N. W., Washington 2048; fat (v. 334-2759). are Avessment of Experiential Learn Coal Debra Dagavarian, Director, or ad lastifule, Thomas Edison State

April 18: German studies, Applicant tellowships for resident summers search. Contact: American institute. Contemporary German Studies 12: Hopkins University. Suite 350, 11 6, point Circle, Washington 20036;126;12: 9312. (Agr., 101 West State Street, Trenton, v) (608-1176; 1609) 984-1141. and 1: American studios. Proposals on the fine "The American Home: Material

April 15: Health physics. Application finculty members in health physics, and technical areas for awards for search in applied health physics, Cor. Health Physics, Faculty Research Appropriate. Program. Science/Engineering Eduction Division. Attention: Rhond 5. vun. Oak Ridge Associated Universe P.O. Hox 117. Unk Ridge, Tenn. 5, 0117; 1615) 576-1087.

July Back audies. Proposals of the Assu-tions at the annual meeting of the Assu-tion for the Study of Afri-American Lé and History, to be held in October in Kasas City, Mo. Contact: Edward Beas-ley, 18(a) 932-7600, ext. 728. O117; (615) 576-1087.

April 15t International studies, Application teachers of Spanish for summer, low-ships for study in Spain, Conna (Fischer, Global Campus, 106 Nidd., Hall, 216 Pillsbury Drive, S.E., Union, ty of Minnesota, Minnespois 5455

April 17: Education research, Application individuals for followships for a search in the Denorthment of led 1: Computers. Proposals for possible pentations at "Supercomputing '92." a conference to be held in November in Montapolis, Contact: Stream Cross, 1303) 17-1133, 50921NF040 NCAR, UCAR, 1:DU search in the Department of Education Research and the Standard Public Policy." for Department of Education, Office of Education Research and the Department of Education, Office of Education Research and Improvers Room 615. 555 New Jersey, Research and Cational Research and Improvers
Room 615, 555 New Irrey Area
S.W.. Washington 20208-5647;12025
2243. (For further information, set is
cral Register, February 7, Pages C.M.). recentifies at a conference, to be held in June in Williamsport, Pa. Contact: Ed Sara, Pennsylvania College of Technol-op, (717) 326-3761, ext. 7736.

April 1: Humanities. Applications for action higher-education programs in bet munities. Contact: Division of Education Programs. National Endowment in Humanities. (202) 786-0380.

April 1: Humanities. Applications for get to conduct institutes in the home? during summer 1993. Contact: National Endowment for the Humanities, C. 786-14663. on the theme "Higher Education Reform a Europe and America" for possible pre-

tional organizations and learneds

ment of Education, 400 Maylands nuc. S.E., Room 5086, Switzer Beks Washington 20202-6641; (202) 38-79 (For further information, see Information, see Information, see Information, see Information, see Information)

April 15: Women. Applications for

Brunts for postdoctoral research user Henry A. Murray Research Central

tional repository of social and behave al-sciences data for the study of is

over times with a special focut onkers of women. Contact: Murray Research Center, Rudelliffe College, 10 Good Street, Cambridge, Mass. 0213; #C

erul Register, February 21, Pages

ruary 11, Page 4,994.)

INSTITUTES, WORKSHOPS

April 1: Continuing education, Application in the Institute for Management of Lifelong Education, by Management of Lifelong Education, by Medicate: Management of Lifelong Education, by Inc. of Management of Lifelong Education in the Institute for Education in the Institute for Management, Applications for Management, to be held in July in Commission of Management, in the Institute for the bridge, Mass. Contact: Institute for the bridge, Mass. Contact: Institute for the bridge Mass.

April 6: Administration, Application
April 6: Administration, Application
participation in a summer institute
women in higher-education administration, to be held in June and Joy is in
Mawr. Ps. Contact: Betsy Motzer, is
sistent Director, Higher Education
in the contact of th

alors, to be held in Innsbruck, Austrin trators, to be need in Innspireds, Austrilia is September. Contact: Virginin L. Piacci, (708) 534-5000.

April 1: Phenomenology. Papers on the bene "Allegory Old and New: Crentivity and Conlinuity in Culture," for possible presentation at an international conference of the presentation at an international conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the presentation at the conference of the conferenc April 1: Humanities, Applications fo

ference on phenomenology, to be held it lute in Luxembourg. Contact: A-T. Ty for grunts to enable American schi pursue research in the United Sun in Livemourg, Contact: A-1. Tymichicka, (617) 489-3696.

April 1 Phenomenology. Purers on the
theme "Chronos and Kairos: the Propitious Momeat in Creativity, the Passions,
and Intentionality," for possible presentation at a conference of the World Phemomenological Institute to be head in pursue research in the United Stansanbroud on foreign cultures and look rate with foreign cultures and look rate with foreign cultures. Cex. National Endowment for the Hunary (202) 786-0204.

April 3: Bilingual aducation. Application for grants under the Developmental gual Education. Program. Contact corro. Lura or Rebecca Richey, Demonstrated Education. 400 Maryhai. nomenological Institute, to be held it May in Messene, Greece, Contact: A-T

led 1: International education. Pro-

solutions at a conference of the American Association of University Adminis

to be held in June in Princeton, N.J.

dens "The American Home: Maderial Calust. Domestic Space, and Family Life." for possible presentations at a confecte to be held in October in Winter-ton Del. Contact: Office of Advanced Salies, Winterthur Museum, Garden, ad Library. Winterthur, Del. 19735.

July Black studies. Proposals for presentants at the annual meeting of the Asso-

Tymicniecks, 1617) 489-3696. April 6: Rhetoric and composition. Propositions at a confer-als for possible presentations at a conference on rhetoric and composition, to be held in July in State College, Pa. Contact Davida Charney, Department of Linglish, Feansylvania State University, Universi-ly Park, Pa. 16802.

Add 101 Africans. Papers on issues facing Africans in North America for possible mesentations at a conference, to be held in May in Savannah, Ga. Contact: Jn A. Jahannes, Chair, Pan African Movement. U.S.A.: Box 20059. Savannah Stute Coltes. Savannah Col. 21 (1022) 356. lege, Savannah, Gn. 31404; (912) 356-

Add 10: Assessment. Proposals for possible presentations at an international conference. "Assessing Quality in Higher Education." to be held in July in Enschede, the Netherlands. Contact: Trudy W. Banta. Director, Center for Assessment Research and Development, 1819 Andy Holt Avenue, Knoxville, Tenn. 37996-409; fax (615) 974-2712.

Add 10: Illnols. Proposals for possible presentations at an annual avenue symposium on Ill-Street, Cambringe, Mass. Land 495-8140.

M April 20; Black colleges for grants from black colleges for grants from black colleges for grants from black colleges for grants from black colleges for grants from black colleges for grants from black colleges from grant

teniations at an annual symposium on Il-inols history, to be held in December In Springfield, Ill. Contact: Norcen O'Bri-th-Davis, Office of Research and Educa-

tion, Illinois Historic Preservation Agen-cy, Union Station, 500 East Madison Street, Springfield, III, 62701; (217) 785-

pril 15: Communal societies. Proposals o the theme "Utopian Communities: Rural and Urban Patterns of Settlement and Life," for passible presentations at the unnual conference of the Communal Studies Association, to be held in Octoher in Nauvou, III. Contact: Robert Sutnois University, Mucomb, III. 61455 (309) 298-1053.

April 15: Communication. Proposals on the theme "Change, Diversity, and Commu-nication." for possible presentations a the annual convention of the Florida Communication Association, to be held in October in Key Bischyne, Fla. Con-tact: Beeky Mulvaney, Department of Communication, Flarida Atlantic Uni-versity, Boen Ruton, Fla. 33431.

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April 15: Folklore, Proposals on the theme "Transnational Articulations: Critical Perspectives From Folklore," for possi-Perspectives From Polklore, for possible presentations at the innual meeting of the American Folklore Society, to be held in October in Jacksonville, Fla. Contact: Gregory Schrempp or Sue Tuohy, Folklore Institute, 514 North Fess Street, Indiana University, Bloomington, Ind.

47405; (812) 855-1027. April 15: Literature. Munuscripts on the theme "Helene Cixous as Critic" for possible publication is Lit: Literature, Inter-pretation Theory, Contact: Lee Jacobus and Region Burreca, Department of English, U-25, University of Connecticut

Storrs, Conn. 06268 April 16: May Sarton. Papers for possible presentation at a conference on the lift and work of May Sarton, to be held in

and work of May Sarton, to be held in June in Portland, Mc. Contuct: Anne G. Arsenault, Continuing Studies, Westbrook College, 716 Stevens Avenue, Portland, Mc. 04103.

April 17: Education. Proposals on the theme "Redefining Education: Creative Solutions Through Partnership and Colluboration," for possible presentations at the annual meeting of the Northeast Region Association of Academic Affairs Administrators, to be held in November in Bullinger. Conflict: Eugene A. Peterministrators, to be need in reovember in Baltimore, Confinct: Eugene A. Peter-man, Assistant Deon, Bryant College, 1150 Doughis Pike, Smithfield, R.I. 12917; (401) 232-6308.

April 20: Writing Proposals for possible presentations in a conference on basic writing, to be held in October in College Park, Md. Contact: Carolyn Kirkpatrick Department of English, York College of City University of New York, Junuica, N.Y. 11451; (718) 262-2470, fax (718) 262-

osthelles, Papers on the theme "Santerio Aesthetics in Contemporary Latino Art.
for possible presentation at a symposium for possible presentation at a symposium, to be held in August In Atlantia. Contact: Arturo Linday. Spelman College, Department of Art, Box 296, 350 Spelman Lane, S.W., Atlanta 30314-4399; (404)

Computers. Proposals on the theme "Computers on Campus," for possible presentations at a conference, to be held in November in Columbia. vember in Columbia, S.C. Contact: Computers on Campus, University of South

Carolina, Division of Continuing Educa-tion, Saite 200, 400 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 of (803) 777-2260, fax (803) 777-9357.

Cultural studies. Proposals on the theme "The Americanisation of Culture." for nossible presentations at a conference, t be held in September in Swansen, Wales.
Contact: Candida Hepworth, American
Studies Centre, University of Wales.
Swansen SA2 8PP, Wales, United Empdom; fax (011) 44-792-295719.

Engineering, Proposals on the theme "The Future of Precision Engineering and Mechatrunics in Teaching, Research, and Application," for possible presentations at an international symposium, to be held in September in Vienna Contact: Mark Feit, Department of Business Federals Fritz, Department of Precision Engineer ing and Mechatronics, Technical Univer

ing and Mechatrofiles, Fechnical Univer-sity of Vienna, Orisshausstrasse 27, A-1040 Vienna.

Ethlea, Proposals for articles for publica-tion in The Journal of Information Ethics, Contact: Robert Hauptman, Editor, The Journal of Information Ethics, St. Cloud State University, St. Cloud, Minn. 56301; 1612) 355-4823

Minorities. Proposals on the theme "The Minority Student Today: Recruitment, Retention, and Success," for possible presentations at a conference, to be held in October in San Antonio, Contact: Miin October in San Antonio, Contact: Mi-nority Student Today Conference, Uni-versity of South Carolinn, Division of Continuing Education, Suite 200, 980 As-sembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803)

m-profit organizations. Proposals for posible presentations at the annual conference of the Association for Research or Nonprofit Organizations and Voluntary Action, to be held in October and November in New Haven, Conn. Contact. AR-NOVA, Route 2, Box 696, Pullman, Wash.

Religious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598, or Jon Young, College of Arts and Sciences, Enyetteville State University, Fnyetteville, N.C. 28101,4298; (919) 480-1681. 28301-4298; 1919) 486-1681.

March 21: Non-profit ention. Proposals to conduct empirical research on the commercial activities of non-profit corporations. Contact: Laura Landy, Director, Initiative on Nonprofit Entrepreneurship, Center for Entrepreneurial Studies. New York University, 90 Trinity Place, New York 10006.
March 31: Administration. Doctoral dissertations accented between July 1, 1990.

tations accepted between July 1, 1990, and June 30, 1991, focusing on crucial isund June 30, 1991, tocusing on crucial issues in the administration of institutions of higher education for consideration for inwards from the American Association of University Administrators Foundation. Contact: H. J. Zoffer, Joseph M. Katz Gruduate School of Business, University of Pittsburgh, Pittsburgh 15260; (412) 448-1556.

April 1: Folklore, Monographs published within the past two years for consideration for the Chicago Folklore Prize.
Contact: Department of Germanic Languages and Literatures. University of Chicago, (312) 702-8494.

April 13: Facilities, Applications for new April 13: Facilities. Applications of the awards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Young, Department of Education, 400 Maryland Avenue, S.W., Room 3022, Rob-3, Washington 20202-5339; (202) 708-947 or (202) 708-9421. (For further the control of the second Register). ther information, see Federal Register, February 6, Page 4,686.)

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School of Visual Arts Sixth Annual

CALL FOR PAPERS

NATIONAL CONFERENCE ON LIBERAL ARTS

AND THE **EDUCATION OF ARTISTS**



October 15-17 - The Drake Hotel - New York City Registration \$225, After September 24, \$235

HIS conference will provide a national forum for the ex-Change of ideas and information on the role of liberal arts in the education of artists. Participants are invited from art colleges, universities and other institutions that have an interest in educating artists. A wide variety of topics are welcomed including the role of liberal arts in the education of artists; art programs in a university context; art students and their educational needs; teachers and teaching; academic areas (e.g. sociology, psychology, history, etc.) and art education: liberal arts and art careers: administrative issues as well as other topics. In particular, the conference welcomes papers that focus on art as one of the liberal arts.

Please forward a 200 word as well as publication-ready 50 word abstract by April 19, 1992 to: Laurie Johenning, Humanities and Sciences Department School of Visual Arts 000 209 East 23rd Street New York, NY 10010-3994 (212) 679-7350 ext 441, FAX (212) 725-3587

CALL for PAPERS

"Value in American Wildlife Art" Forum

Roger Tory Peterson Institute Jamestown, New York • September 18-20

The Roger Tory Peterson Institute of Jamestown, New York, is seeking papers for a session, "Where Does Wildlife Art Go from Here?" This session will be part of a national forum entitled "Value in American Wildlife Art."

the past four years, the Roger Tory Peterson Inst forum to explore important contemporary issues associated with nature studies and nature education. Because art has both shaped and fulfilled our understanding of nature, and because wildlife art, in particular, is central to this understanding the Institute designated wildlife art as the general topic of its 1992 forum. Like previous forums, this one will be directed toward identifying and articulating value in nature study and education. As a means of providing focus as well as celebrating America's quincentenary, this forum will deal specifically with American wiklifie art. The forum is held in conjunction with the 32nd annual exhibition of the Society of Animal Artists, Inc.

The session "Where Does Wildlife Art Go From Here?" will consist of four papers, each twenty minutes in length, followed by questions and discussion. The institute welcomes submission of abstracts for consideration.

Applications should include a cover sheet listing the full name and affiliation of the speaker as it will be listed in the printed program, speaker's mailing address, home and office telephone numbers; curriculum vitae; and three complete copies of a one- to two-page typed, double-spaced abstract.

Deadline for submission of manuscripts is May 31, 1992. If accepted, notification

will be mailed by July 15, 1992.

Direct materials and inquiries to: Dr. William Sharp, Director of Education Programs
Roger Tory Peterson Institute, 110 Marvin Parkway

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